

RESOURCE FAMILY RECRUITMENT, TRAINING AND RETENTION ANNUAL REPORT

July 1, 2003 – June 30, 2004



CHILD AND YOUTH PERMANENCY BRANCH

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SUMMARY

The California Department of Social Services' (CDSS) Child and Youth Permanency Branch issued All County Information Notice I-63-04, dated September 7, 2004, to administer the annual Resource Family Recruitment, Training and Retention Survey. The survey asked for information on county accomplishments in State Fiscal Year (SFY) 2003/2004, July 1, 2003 through June 30, 2004. Information is summarized in this report and, for some survey questions, comparisons to last year's data are provided. The data are displayed statewide and regionally.

Data was reported by 50 counties that conducted recruitment, training and retention activities for resource families in SFY 2003/2004. Seven counties utilized Foster Family Agencies (FFA) to conduct activities related to resource families and therefore did not submit data. A FFA is an organization engaged in recruiting, certifying, training and providing professional support to foster parents or finding homes or other locations for temporary or permanent placement of children who require that level of care as an alternative to group home care. One county did not return a survey, but all eight counties are located in one region; the North/Mountain Region (see Appendix A for a description of the regions and statewide data disposition).

EXPENDITURES/FUNDING SOURCES

- During SFY 2003/2004, expenditures of \$16,106,276 were reported by the 50 counties that conducted recruitment, training and retention of resource families. This fiscal data was reported by these counties and are not vetted by CDSS. This represents a decrease of 15.2 percent from the previous year's expenditures of \$18,982,629 for 51 counties conducting recruitment, training and retention activities.
 - The types of funding sources most utilized by counties were Specialized Care Incentive and Assistance Program (SCIAP) at 28.1 percent of the total funds expended, Assembly Bill (AB) 2129 at 21.1 percent, and Options for Recovery (OFR) at 19.2 percent. These three funds remain the most utilized funds as cited last year.
 - A total of \$629,485 in Kinship Emergency Funds was expended in 41 counties for 1,226 resource families. This is a 26.0 percent increase over the \$499,579 expended by 31 counties for 1,057 families reported last year.
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- Thirty-five counties financially sponsored 18,109 resource families to attend resource family recruitment, training and retention events. This represents an 11.3 percent increase over the number of families financially sponsored last year by 37 counties.

RESOURCE FAMILY RECRUITMENT

Staff Resources

- Statewide 352 staff were designated to the recruitment of resource families. County Staff comprised 76.4 percent, Volunteer Staff 12.5 percent, and Contract Staff 11.1 percent. This is a 10.9 percent decrease from last year's staff total of 395.
- The most frequently utilized job types represented by the staff were Management/Supervisor (13.3 percent), Licensing Social Worker (12.9 percent), and Clerical Worker (11.9 percent). These three job types remain the same as those most frequently utilized last year.
- Forty-three counties had bilingual staff dedicated to resource family recruitment. All these counties had staff fluent in Spanish.

Recruitment Efforts

- The one common method utilized by all 50 counties to recruit resource families was Other Resource Families and/or Friends. This recruitment method was considered effective by 94.0 percent of these counties.
 - Additional recruitment methods most frequently utilized by counties to recruit resource families were Word of Mouth and Brochures. The Word of Mouth method was utilized by 98.0 percent of the counties and was considered effective by 91.8 percent of these counties. Brochures were utilized by 94.0 percent of the counties and were considered effective by 74.5 percent of these counties.
 - The recruitment method considered least effective was Event Booths. Event booths were utilized by 88.0 percent of the counties and were considered least effective by 50.0 percent of these counties.
 - Twenty counties operated a toll-free telephone line to receive calls from prospective resource families.
-

Specialized Recruitment

- Of the 50 counties, 36 conducted specialized recruitment for potential resource families for placement of children of specific age groups and/or needs (e.g., physical, psychological or learning disabilities or substance abuse).

PLACEMENT AVAILABILITY

- Youth, ages 16 to 18, were considered by 96.0 percent of the counties to be the most difficult age group to place with resource families. This was followed by adolescents, ages 13 to 15, cited by 92.0 percent of the counties.
 - Infants, birth to 5 years of age, were considered by 93.9 percent of the counties to be the least difficult to place with resource families. This was followed by children, ages 6 to 12, cited by 66.0 percent of the counties.
 - Adolescents and youth with psychological/mental disabilities or substance abuse were considered the most difficult children with specific needs to place with resource families by 98.0 percent of the counties.
 - Infants born substance exposed were considered to be the least difficult children with specific needs to place with resource families by 62.5 percent of the counties.
 - Statewide there were 1,885 licensed resource families that no longer accepted placements.
 - The counties indicated the most frequently cited reasons licensed resource families were no longer available for placements were Adoption of a Child (30.9 percent), No Longer Interested/Personal Reasons (19.6 percent), and Moved out of County/State (17.5 percent).
 - There were 663 licensed resource families statewide that did not receive placements from the county based on the county's decision not to place any children with the family.
 - The most frequently cited (66.2 percent) reason licensed resource families statewide did not receive placements based on county determination was Administrative Decision, which includes child safety and well being issues.
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RESOURCE FAMILY TRAINING AND SUPPORT

- Twenty-five counties provided training hours above the statutorily-required 12 hours of pre-service training to resource families. The statewide median number of pre-service hours provided above that statutorily-required was 15 hours.
- Thirty-four counties provided training hours above the statutorily-required 8 hours of post-service training to resource families. The statewide median number of post-service hours provided above that statutorily-required was 12 hours.
- Twenty-one counties designated 64 staff, representing 4,764 total staff hours, to recruit providers to conduct pre-service and/or post-service training for resource families. This is a 42.4 percent decrease in designated staff hours from last year, with 21 counties and 68 staff reporting 8,271 hours.
- Child care was available to resource families attending pre-service and post-service training in 25 counties. A total of 1,119 families received services.
- The most frequently utilized funding sources for child care were County Only Funds at 24.0 percent and County Welfare Services Allocation and Resource Family Volunteers, both at 20.0 percent.
- Respite care was provided to 2,139 resource families in 34 counties. SCIAP continues to be the major funding source for respite care.

COUNTY GOALS FOR RESOURCE FAMILY RECRUITMENT AND RETENTION

- Goals were in place in 45 counties to measure the success of resource family recruitment efforts. These goals resulted in increased recruitment in 32 of these counties.
 - The most frequently cited activities or goals to improve recruitment were Expand Community Outreach and Media Usage, Establish Recruitment Campaigns, and Create Resource Family Database. These recruitment activities/goals remain the same as those most frequently cited last year.
 - Goals were in place in 46 counties to measure the success of resource family retention efforts. These goals resulted in increased retention in 38 of these counties.
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- The most frequently cited activities or goals to improve retention were Establish Resource Family Appreciation Events, Establish Resource Family Support Groups, Conduct Advisory Board Meetings to Resolve Issues, and Create Resource Family Centers. In general, these retention activities/goals remain the same as those most frequently cited last year.

RESOURCES TO ENHANCE RESOURCE FAMILY RECRUITMENT, TRAINING AND RETENTION

- Twenty-three counties had a resource family mentoring program, with 181 resource family mentors.
 - All 50 counties collaborated with resource family organizations and colleges to improve recruitment, training and retention. Conduct Advisory Meetings with Community Colleges was the most frequently cited method of collaboration reported by 84.0 percent of the counties. This method was also cited as most frequently utilized last year.
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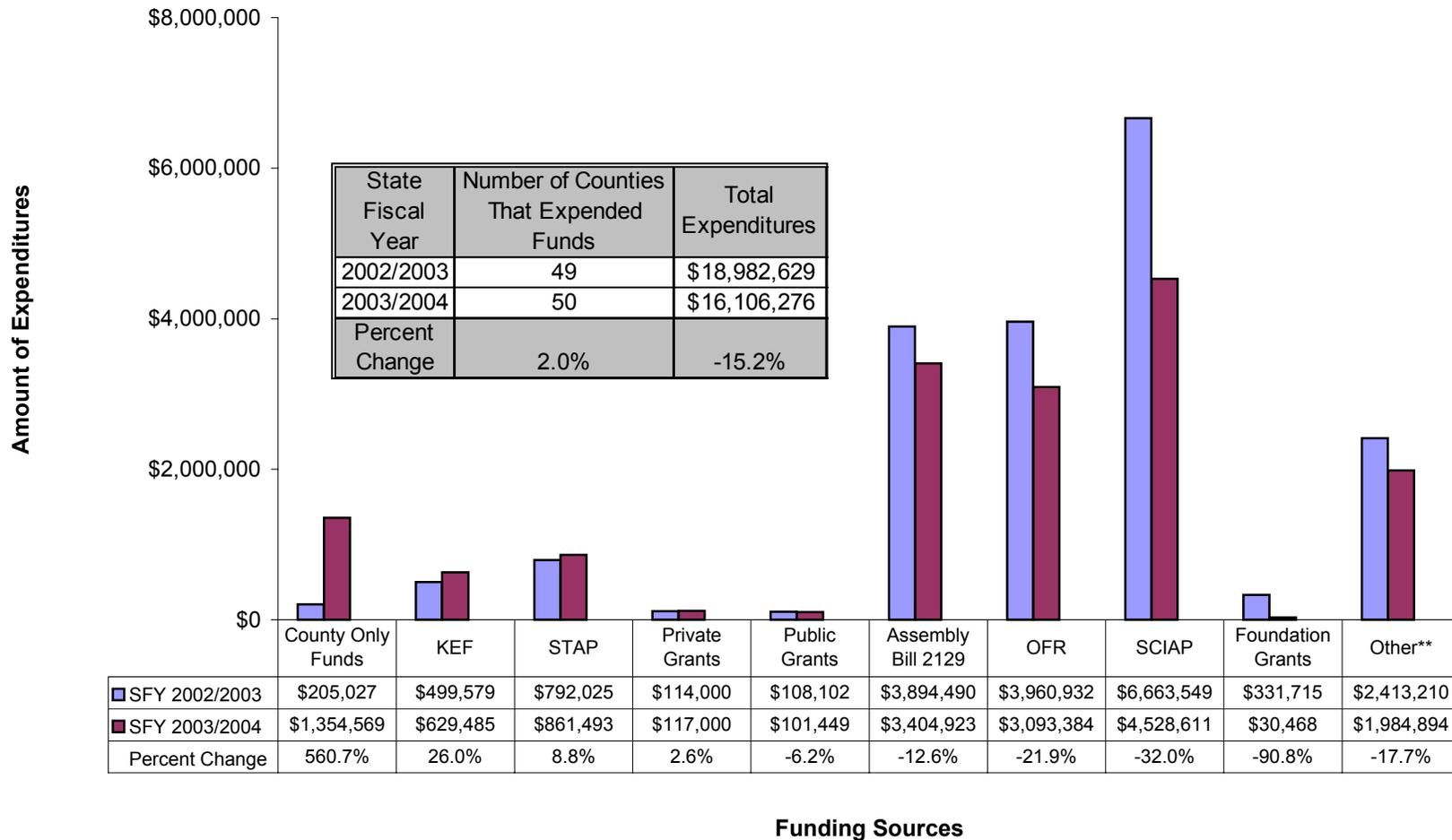
CHARTS AND MAPS

**Funding Sources for
Resource Family
Recruitment, Training and
Retention**

Funding Sources for the Recruitment, Training and Retention of Resource Families

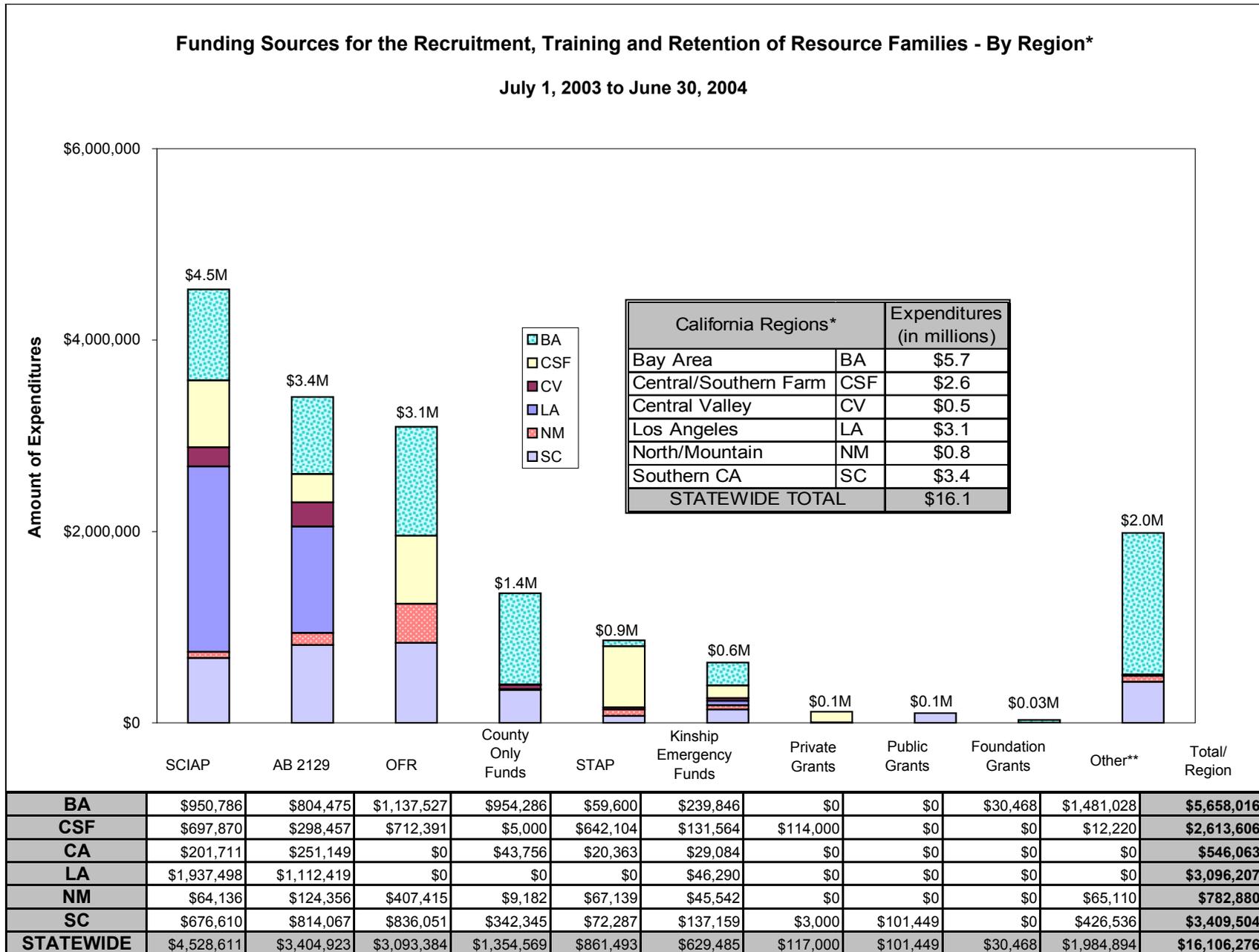
Statewide Annual Comparisons*

State Fiscal Years 2002/2003 to 2003/2004



*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for statewide data disposition.

**For "Other" funding sources, see Appendix B, page 32.



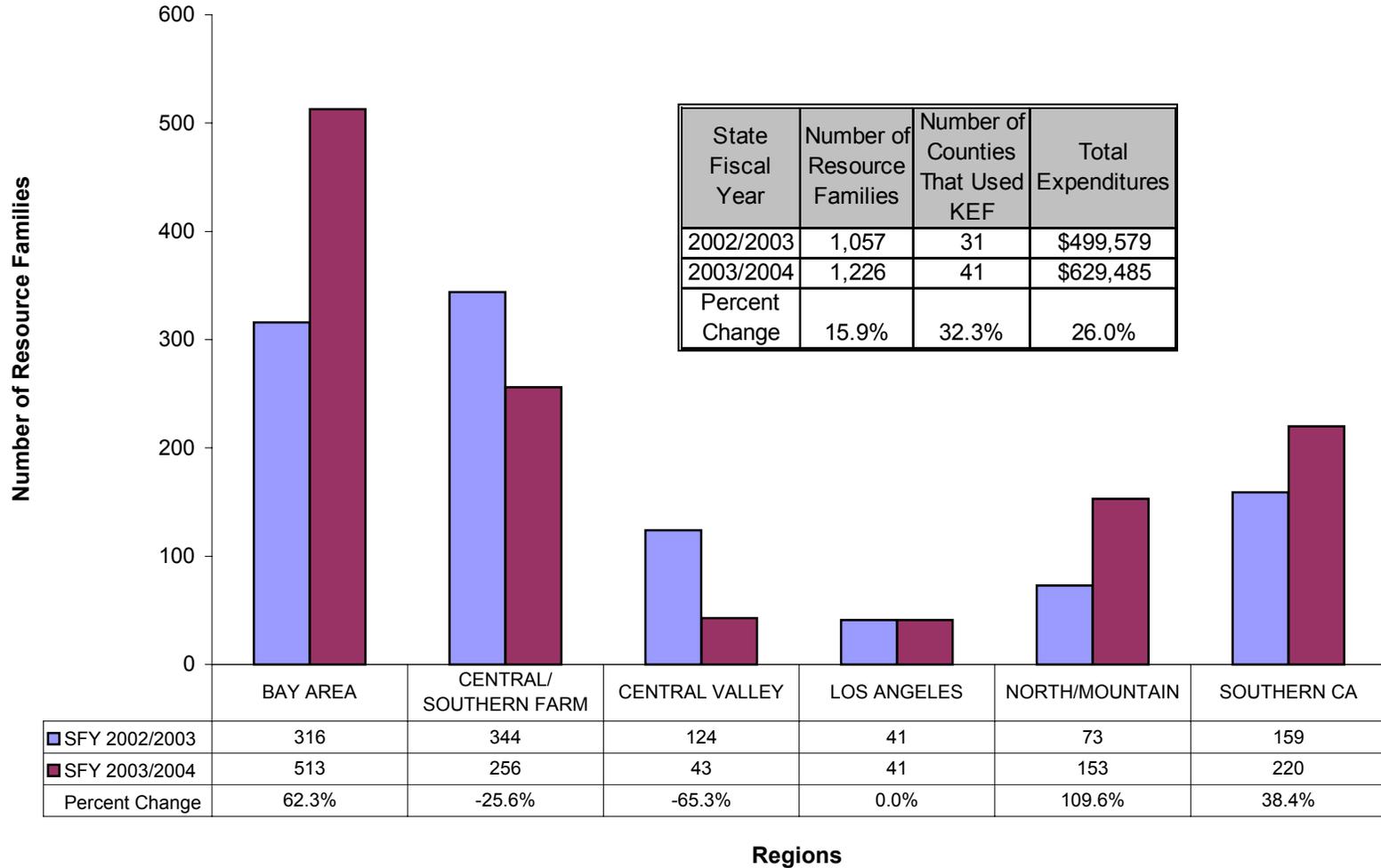
*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" funding sources, see Appendix B, page 32.

Resource Families That Used Kinship Emergency Funds (KEF) - By Region

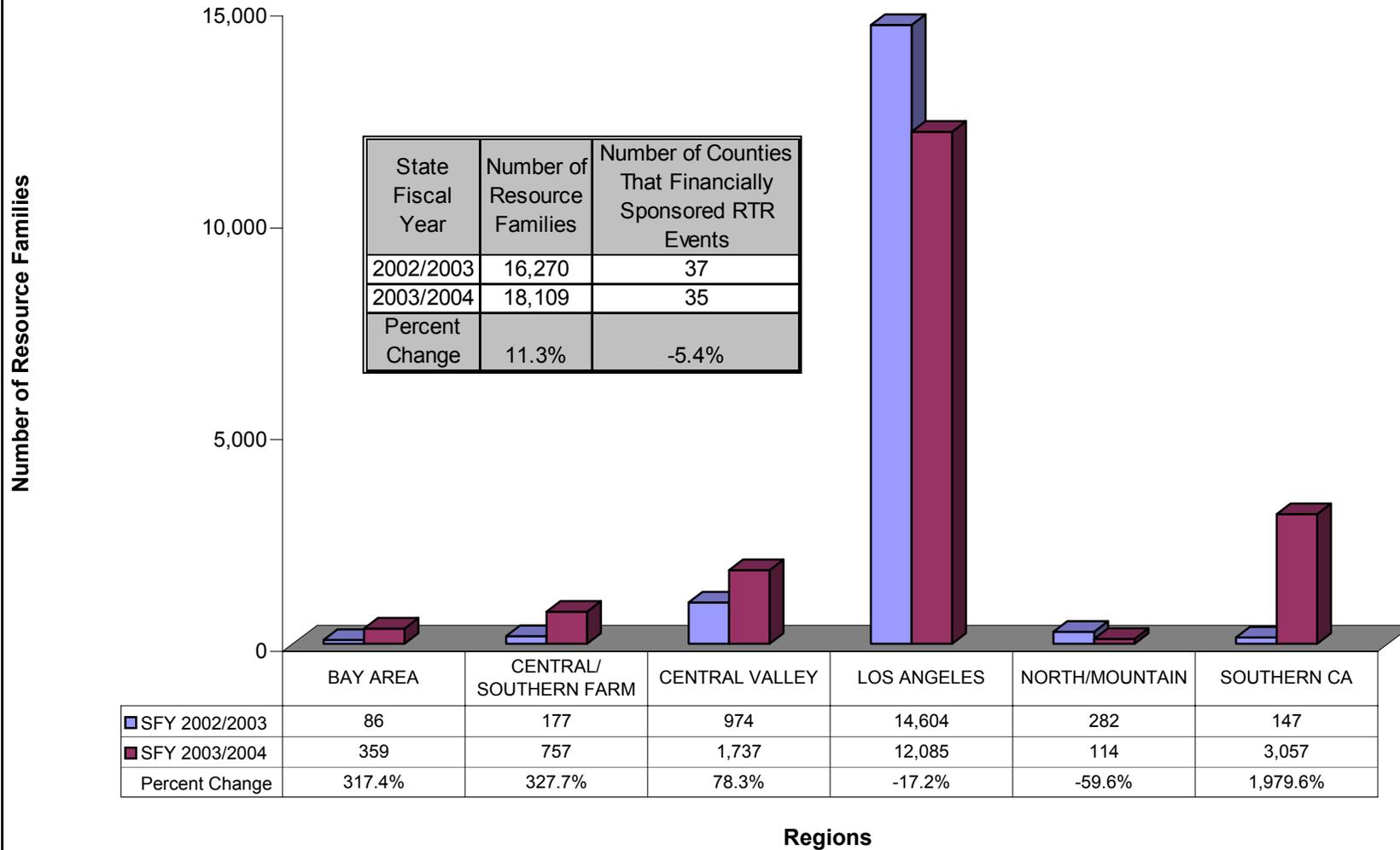
Annual Comparisons*

State Fiscal Years 2002/2003 to 2003/2004



*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for a description of the regions and statewide data disposition.

**Resource Families Financially Sponsored to Attend
 Recruitment, Training and Retention (RTR) Events - By Region
 Annual Comparisons*
 State Fiscal Years 2002/2003 to 2003/2004**



*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for a description of the regions and statewide data disposition.

**Resource Family
Recruitment
(Staff and Methods)**

Staff Designated to Recruitment of Resource Families - By Job Type Statewide Annual Comparisons* State Fiscal Years 2002/2003 to 2003/2004

Job Type	Total Number of Staff							
	SFY 2002/2003				SFY 2003/2004			
	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL
Management/Supervisor	47	1	0	48	45	2	0	47
Licensing Social Worker	62	0	0	62	45	1	0	46
Clerical Worker	44	0	0	44	42	0	0	42
Social Worker	40	0	0	40	38	1	0	39
Licensing Worker	23	0	0	23	24	0	0	24
Resource Family Recruiter	26	3	12	41	20	1	0	21
Analyst	11	0	0	11	17	0	0	17
Program Specialist/Marketing	9	2	1	12	2	7	0	9
Program Specialist/Recruiting	7	2	1	10	6	1	1	8
Marketing Associate	3	0	0	3	1	1	0	2
Eligibility Worker**				0	2	0	0	2
Other***	31	14	56	101	27	25	43	95
Total Number of Staff	303	22	70	395	269	39	44	352
Percent of Total Staff	76.7%	5.6%	17.7%	100%	76.4%	11.1%	12.5%	100%

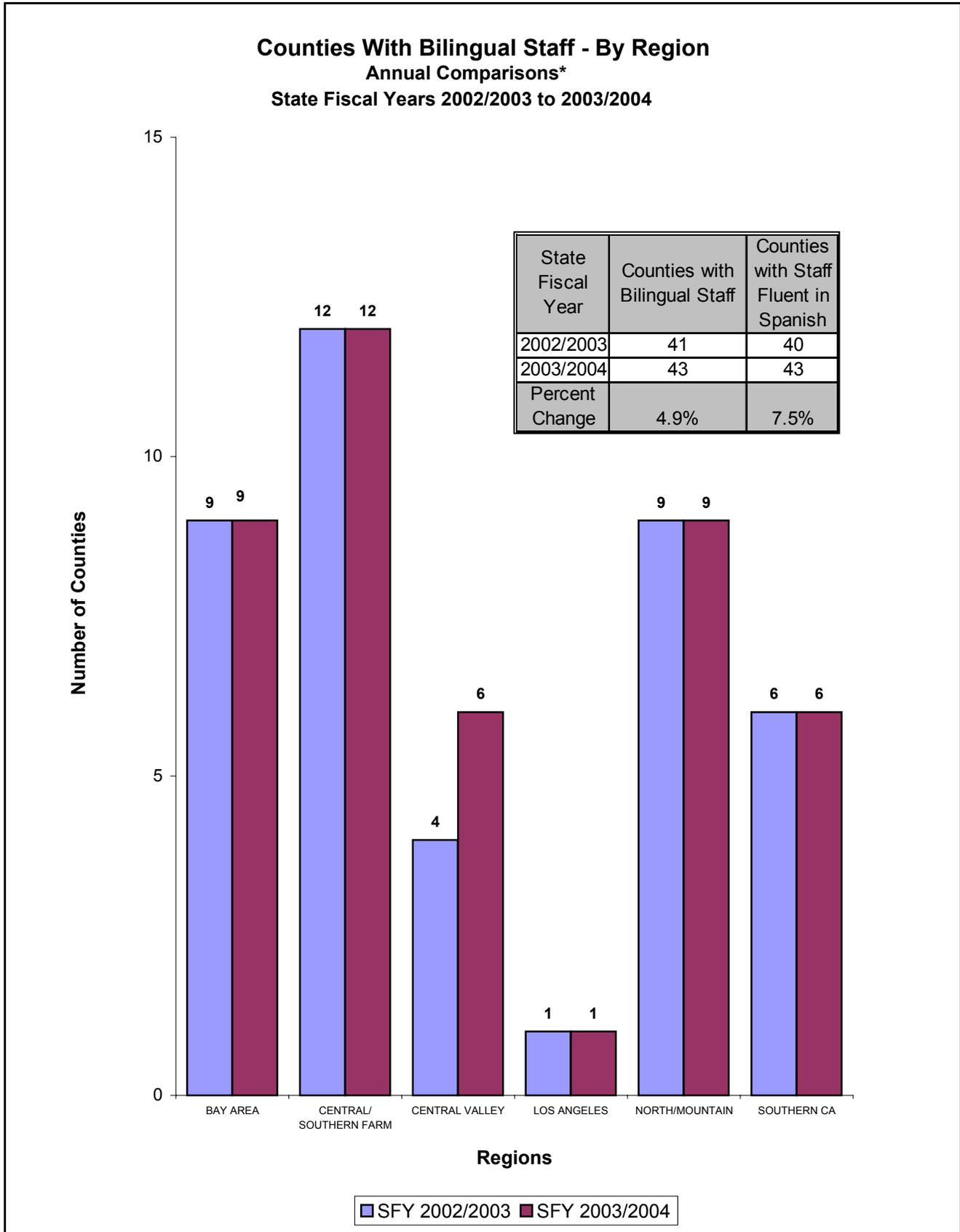
Job Type	Total Number of Staff Hours/Week							
	SFY 2002/2003				SFY 2003/2004			
	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL
Resource Family Recruiter	761	18	22	801	567	5	0	572
Clerical Worker	785	0	0	785	518	0	0	518
Management/Supervisor	605	3	0	608	498	5	0	503
Social Worker	757	0	0	757	418	1	0	419
Licensing Social Worker	743	0	0	743	403	1	0	404
Program Specialist/Recruiting	220	3	2	225	200	8	10	218
Licensing Worker	177	0	0	177	218	0	0	218
Analyst	92	0	0	92	75	0	0	75
Program Specialist/Marketing	17	3	2	22	23	12	0	35
Marketing Associate	23	9	0	32	12	1	0	13
Eligibility Worker**				0	2	0	0	2
Other***	273	247	35	555	174	127	156	457
Total Number of Staff Hours	4,452	282	61	4,795	3,108	160	166	3,434
Percent of Total Staff Hours	92.8%	5.9%	1.3%	100%	90.5%	4.7%	4.8%	100%

State Fiscal Year	Number of Counties With Designated Staff
2002/2003	50
2003/2004	50

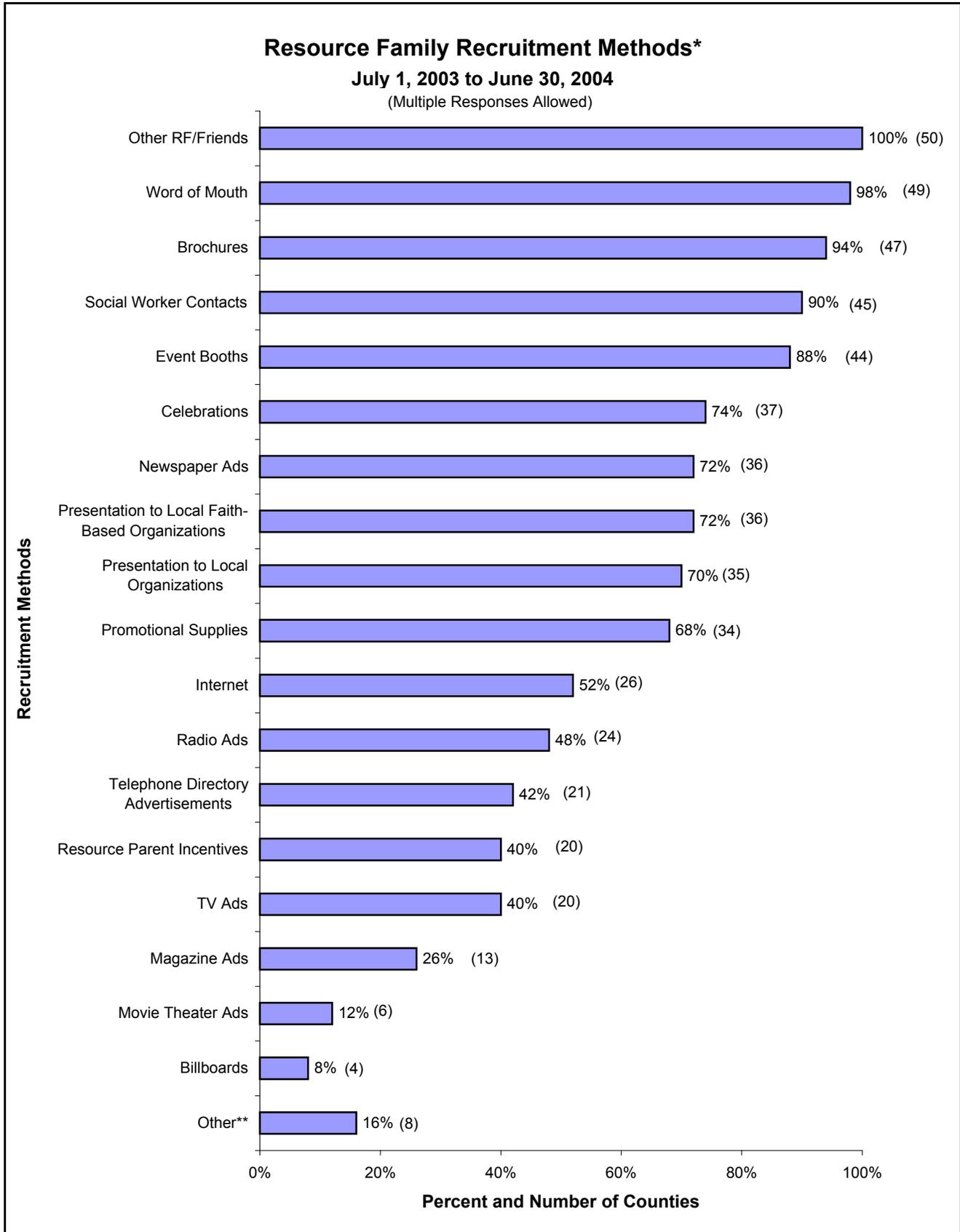
*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for statewide data disposition.

**New category for SFY 03/04 and included in "Other" for SFY 02/03.

***For "Other", see Appendix B, page 33.



*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for a description of the regions and statewide data disposition. For a list of languages for 2003/2004, see Appendices B, page 34 and G, page 54.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

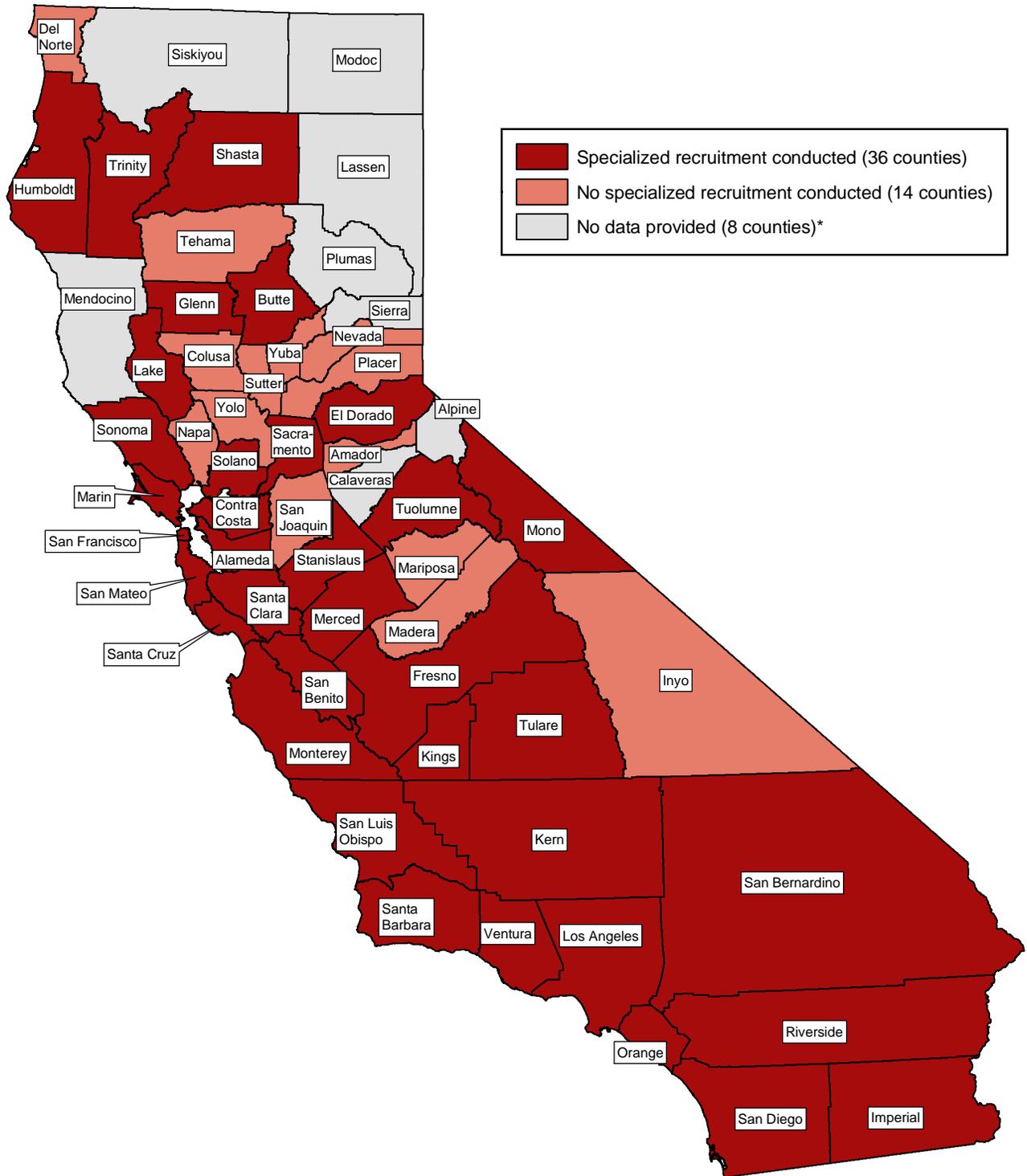
**For "Other" recruitment methods, see Appendix B, page 34.

Counties That Operated a Toll-Free Telephone Number for Prospective Resource Families July 1, 2003 to June 30, 2004



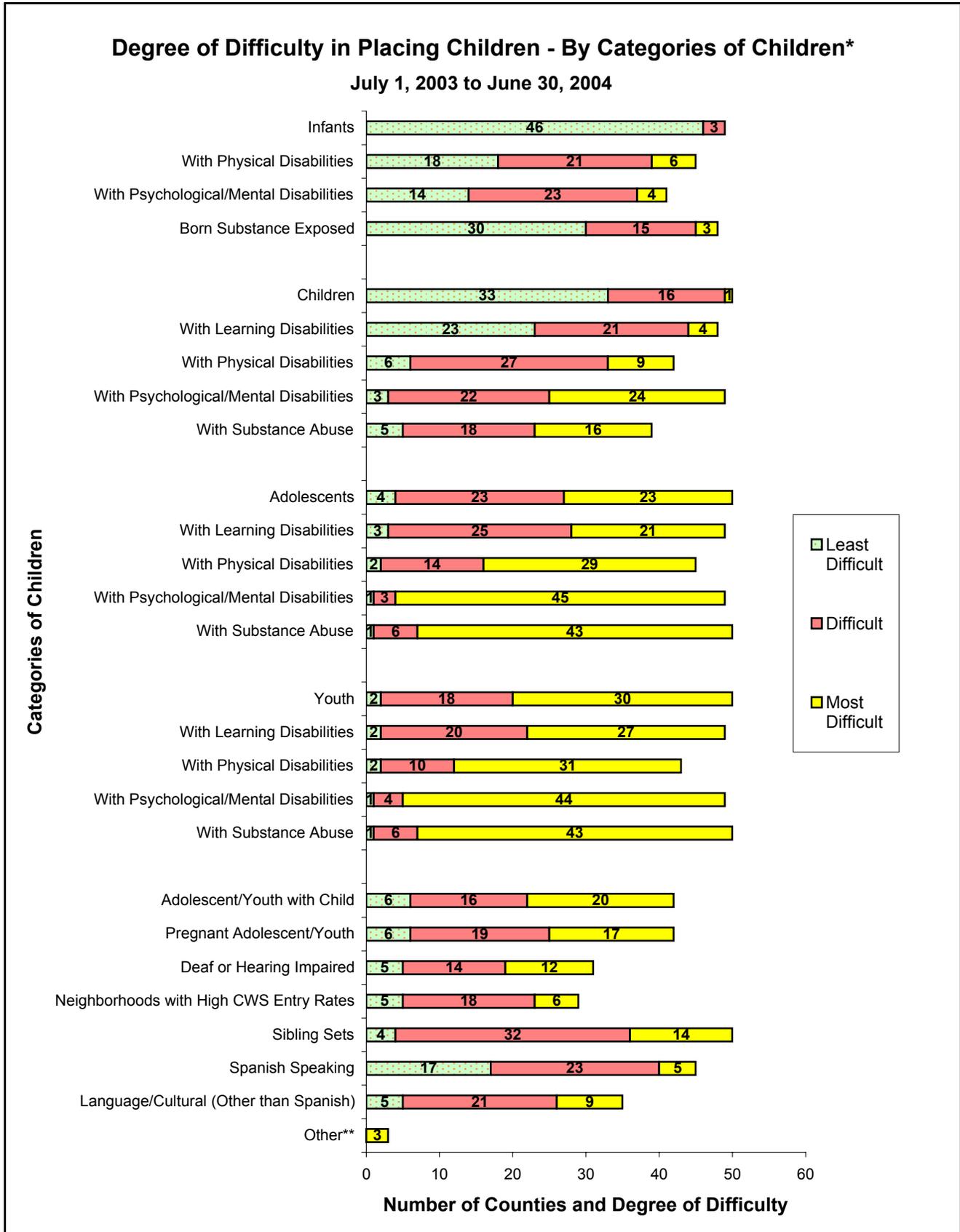
*See Appendix A for statewide data disposition.

Counties That Conducted Specialized Recruitment of Resource Families July 1, 2003 to June 30, 2004



*See Appendix A for statewide data disposition.

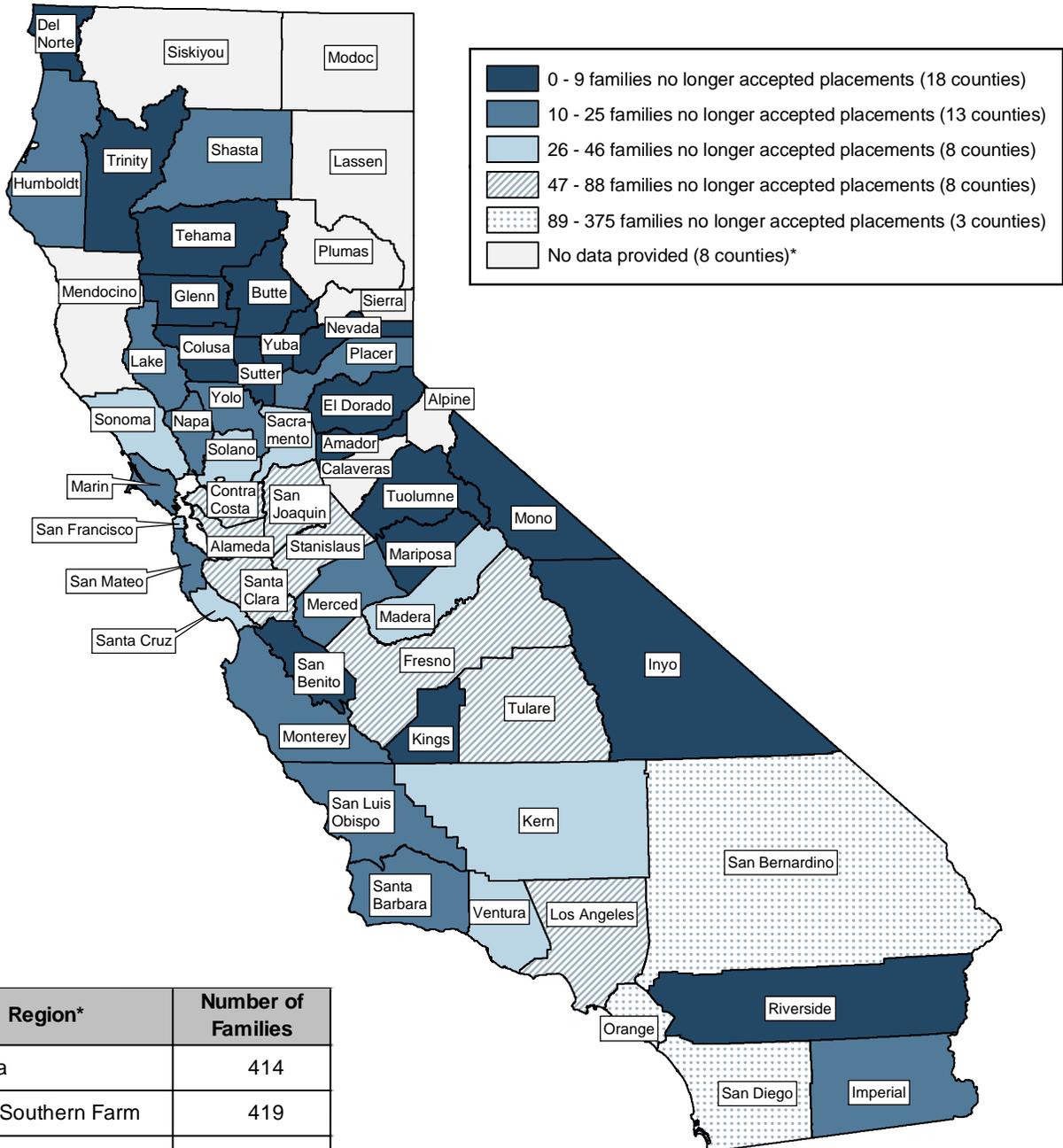
Placement Availability



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

**For "Other" categories of children, see Appendix B, page 34.

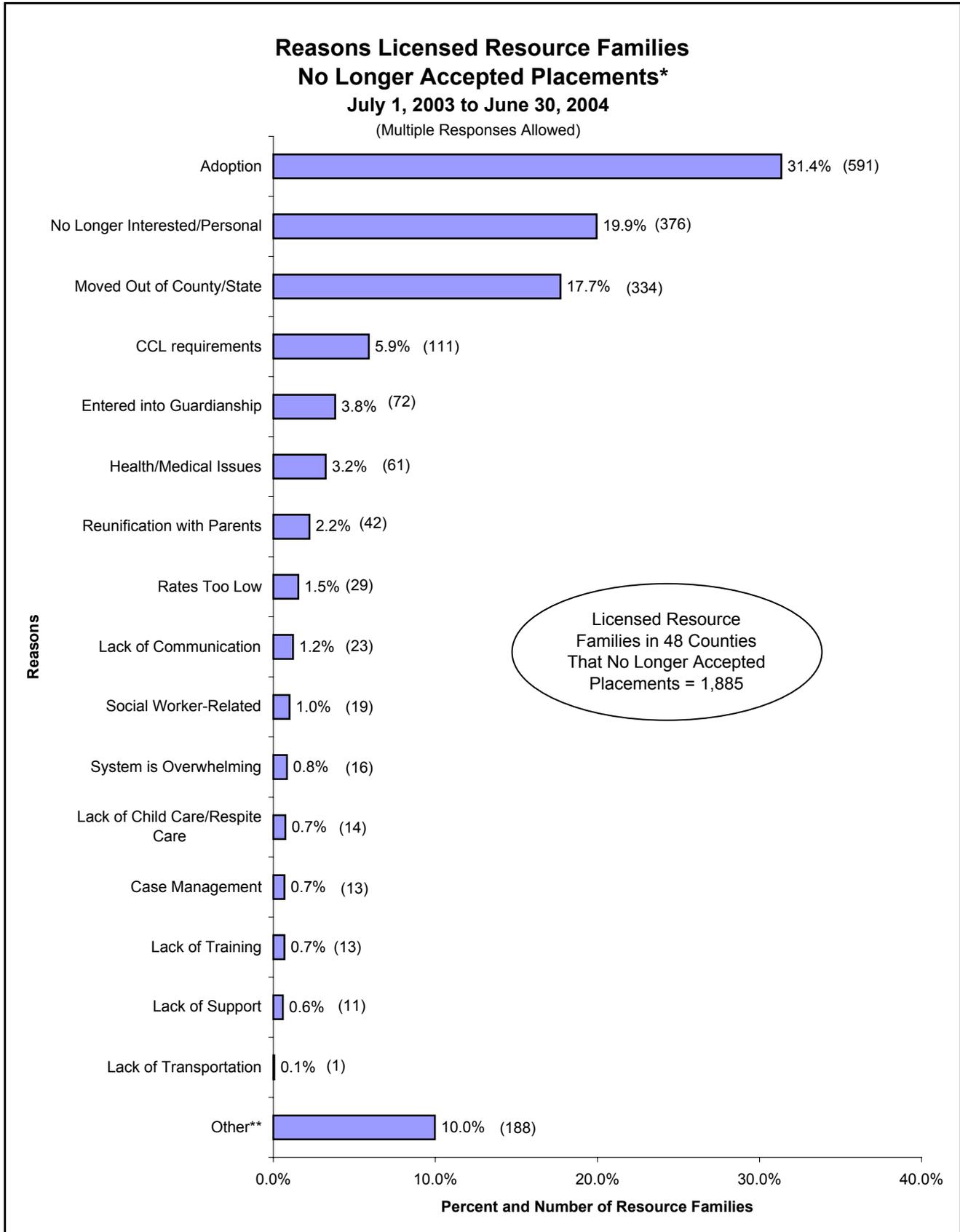
Licensed Resource Families That No Longer Accepted Placements July 1, 2003 to June 30, 2004



Region*	Number of Families
Bay Area	414
Central/Southern Farm	419
Central Valley	91
Los Angeles**	80
North/Mountain	95
Southern California	786
Statewide	1,885

*See Appendix A for a description of the regions and statewide data disposition.

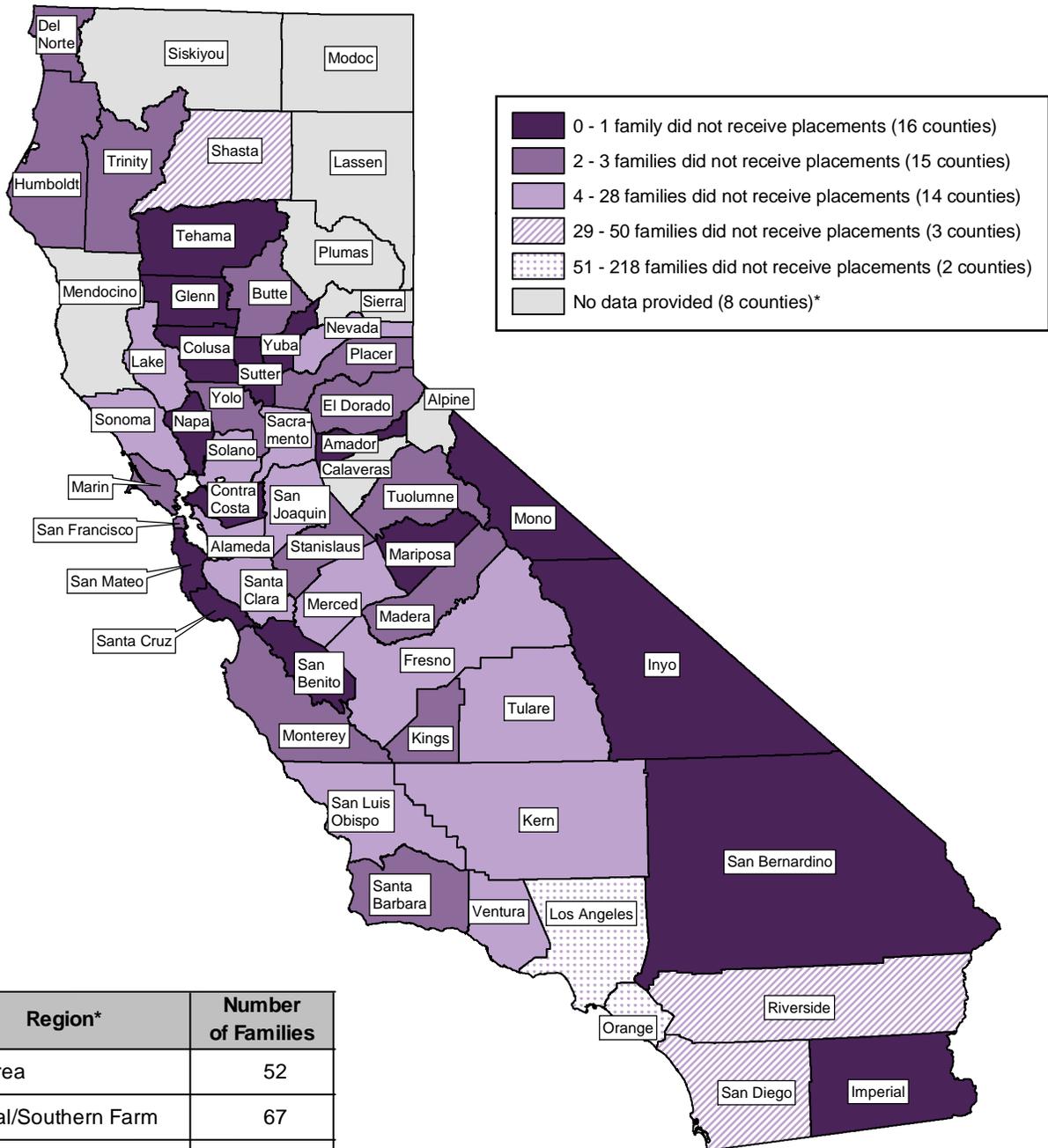
**For Los Angeles County, data reflects the number of licensee initiated closures for July 1, 2003, to January 1, 2004 only.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition. Los Angeles County data reported under "Other." The county does not track the specific reasons listed above.

**For "Other" reasons, see Appendix B, page 35.

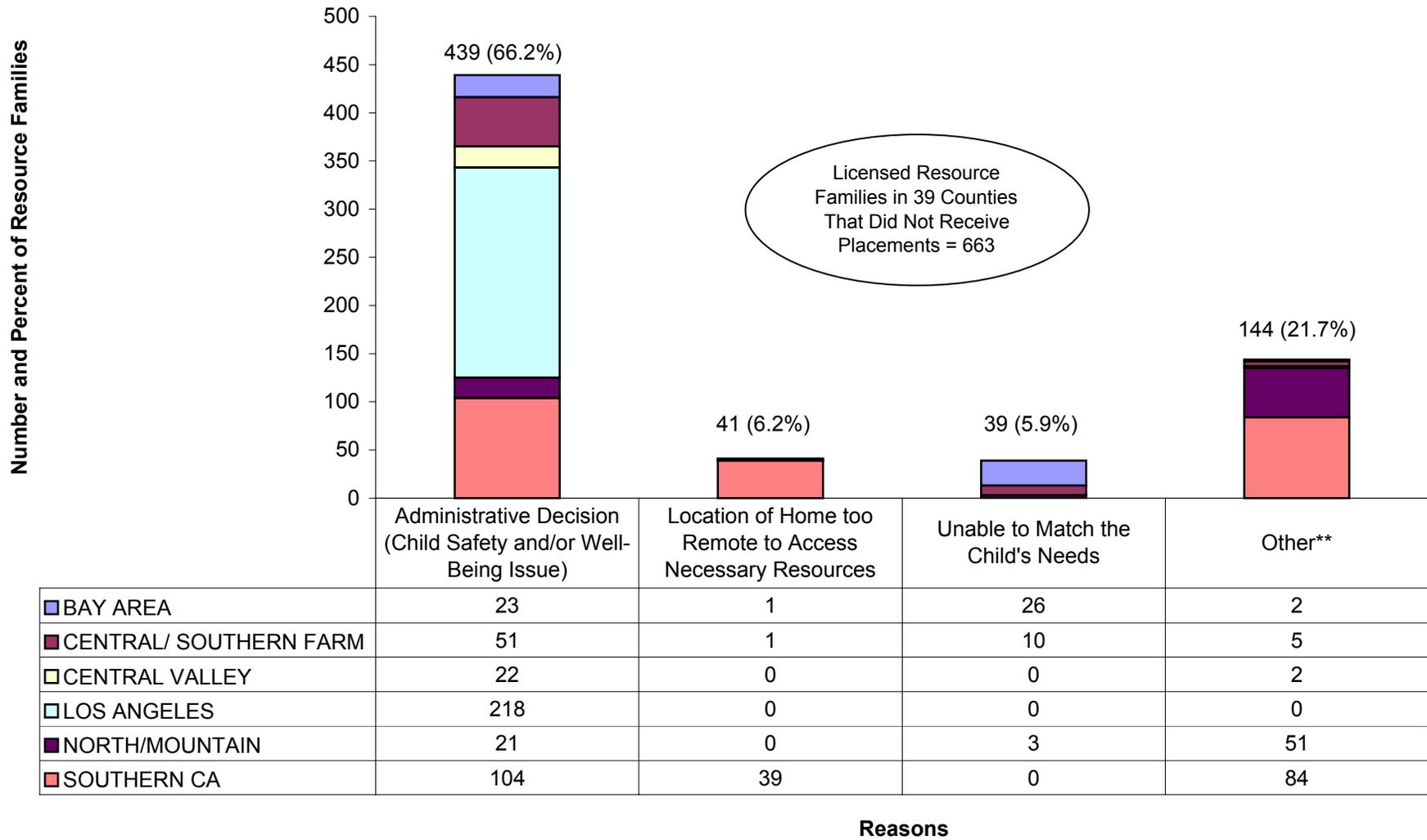
Licensed Resource Families That Did Not Receive Placements Based on County Decision July 1, 2003 to June 30, 2004



*See Appendix A for a description of the regions and statewide data disposition.

Reasons Licensed Resource Families Did Not Receive Placements Based on County Decision - By Region*

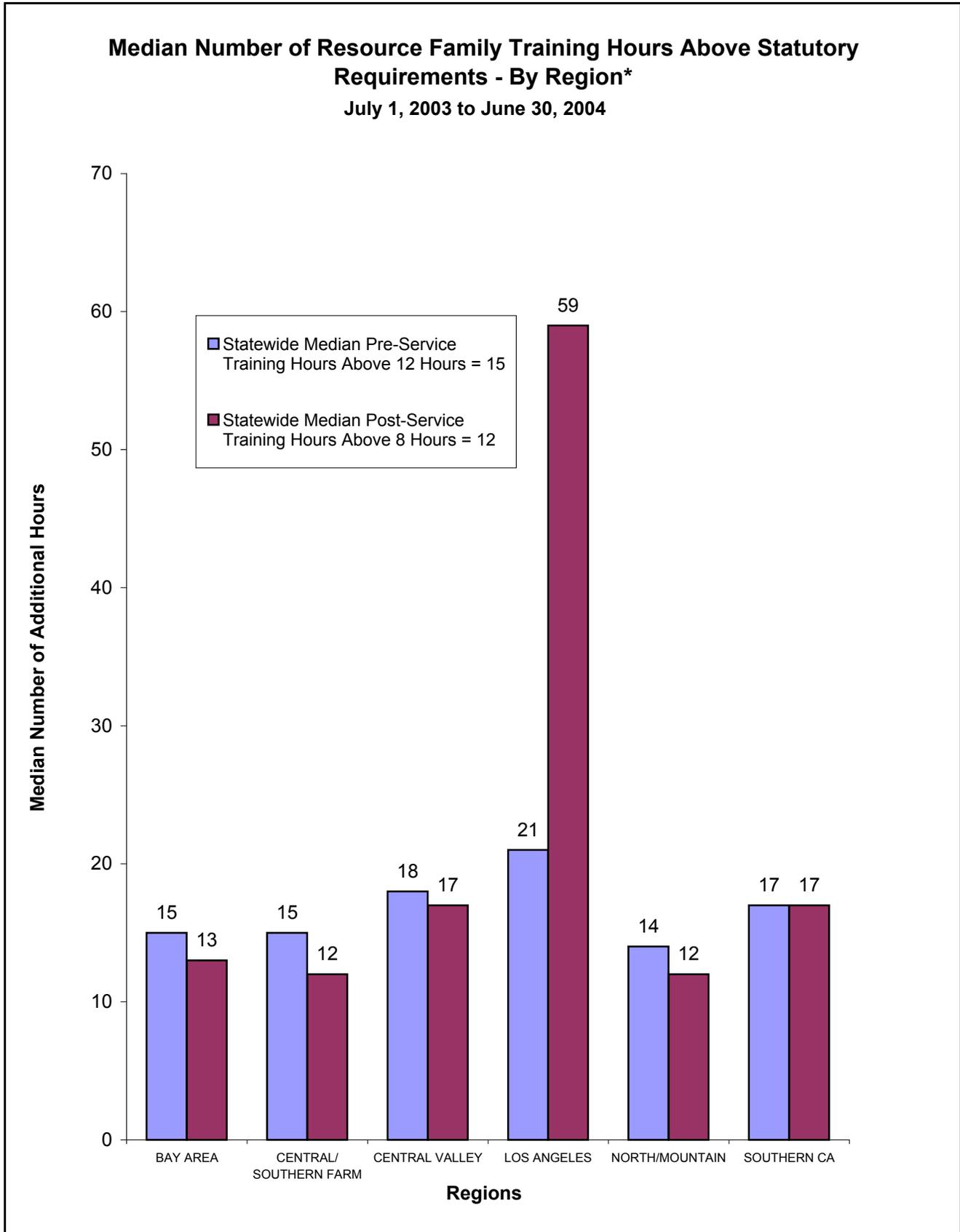
July 1, 2003 to June 30, 2004



*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" reasons, see Appendix B, page 36.

Resource Family Training and Support



*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

Staff Designated to Recruit Pre- and/or Post-Service Training Providers for Resource Families - By Region Annual Comparisons*

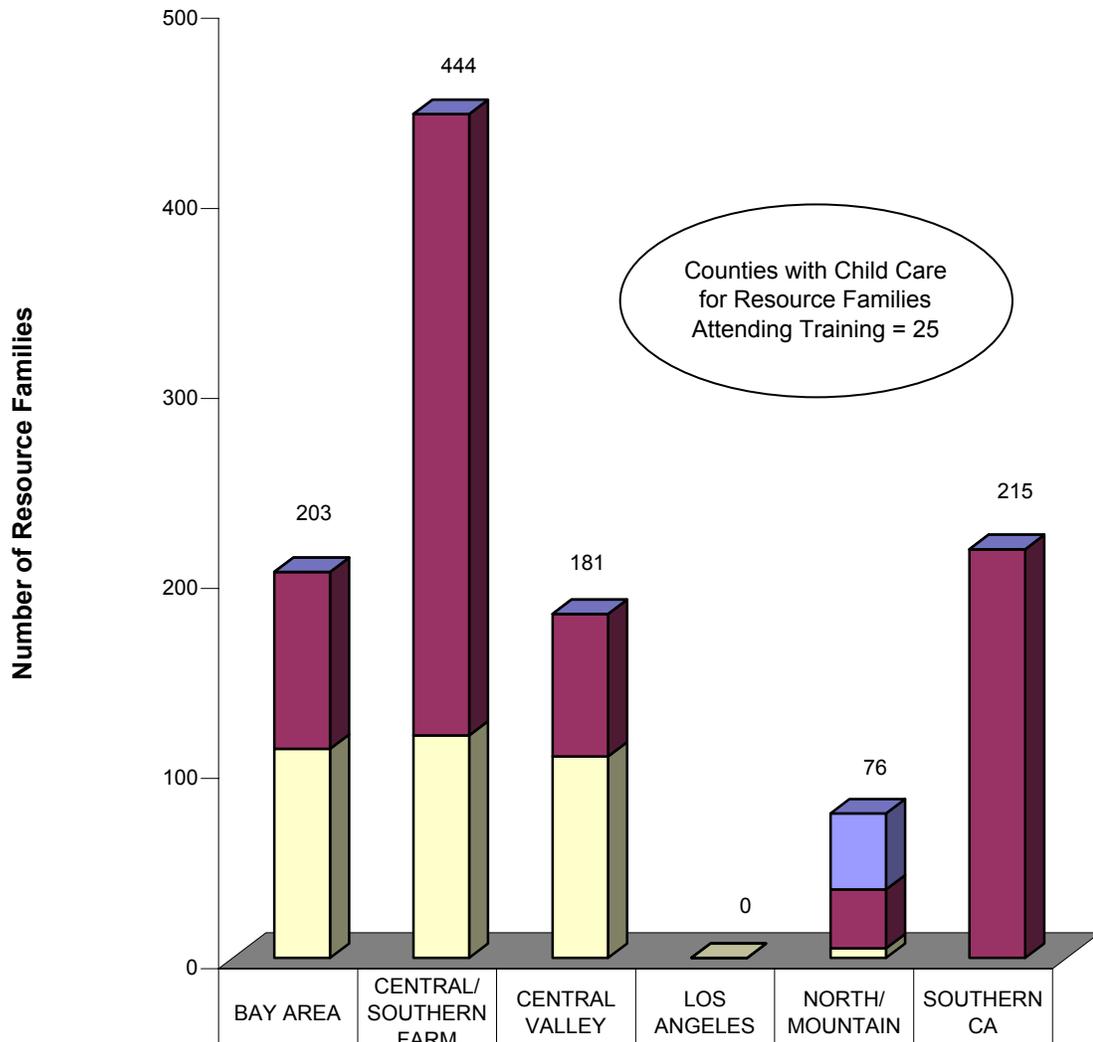
State Fiscal Years 2002/2003 to 2003/2004

Regions	Number of Counties With Designated Staff			Number of Staff			Number of Staff Hours		
	SFY 2002/2003	SFY 2003/2004	Net Percent Change	SFY 2002/2003	SFY 2003/2004	Net Percent Change	SFY 2002/2003	SFY 2003/2004	Net Percent Change
Bay Area	4	4	0.0%	23	28	21.7%	339	315	-7.1%
Central/Southern Farm	4	5	25.0%	6	9	50.0%	202	250	23.8%
Central Valley	2	2	0.0%	5	4	-20.0%	112	82	-26.8%
Los Angeles	1	1	0.0%	11	6	-45.5%	5,962	3,900	-34.6%
North/Mountain	5	7	40.0%	10	10	0.0%	856	127	-85.2%
Southern CA	5	2	-60.0%	13	7	-46.2%	800	90	-88.8%
Statewide	21	21	0.0%	68	64	-5.9%	8,271	4,764	-42.4%

*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for a description of the regions and statewide data disposition.

Resource Families That Received Child Care - By Training Category/Regions*

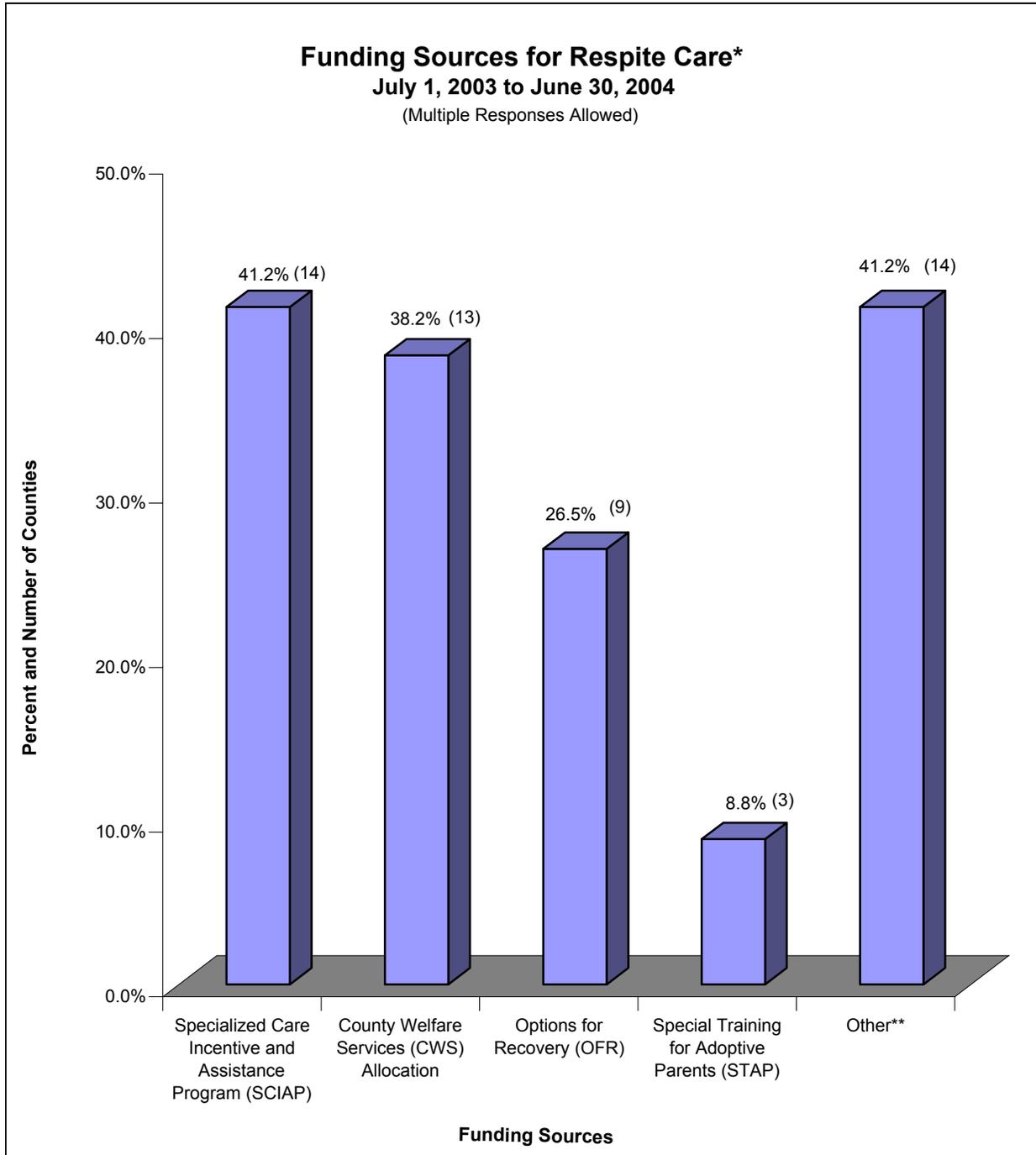
July 1, 2003 to June 30, 2004



	BAY AREA	CENTRAL/SOUTHERN FARM	CENTRAL VALLEY	LOS ANGELES	NORTH/MOUNTAIN	SOUTHERN CA
■ Pre-Training Only = 40	0	0	0	0	40	0
■ Post-Training Only = 741	93	327	75	0	31	215
■ Both Pre- and Post Training = 338	110	117	106	0	5	0

Regions

*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition. For a list of child care funding sources, see Appendices B, page 36 and G, page 59.



Region	Number of Counties That Provided Respite Care	Number of Resource Families With Respite Care
Bay Area	10	573
Central/Southern Farm	9	406
Central Valley	3	29
Los Angeles	1	258
North/Mountain	7	123
Southern CA	4	750
Statewide	34	2,139

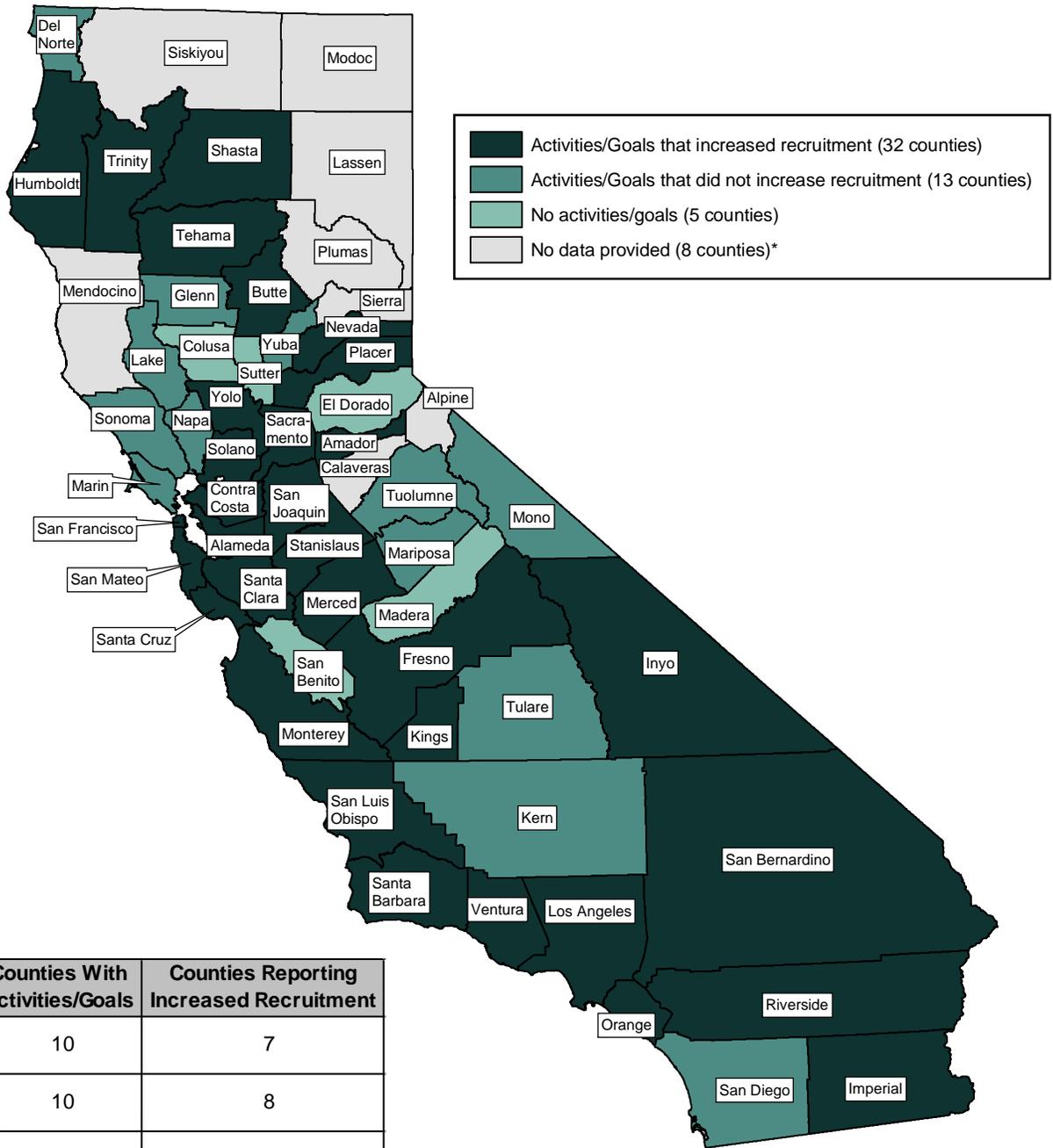
*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" funding sources, see Appendix B, page 37.

County Goals for Resource Family Recruitment and Retention

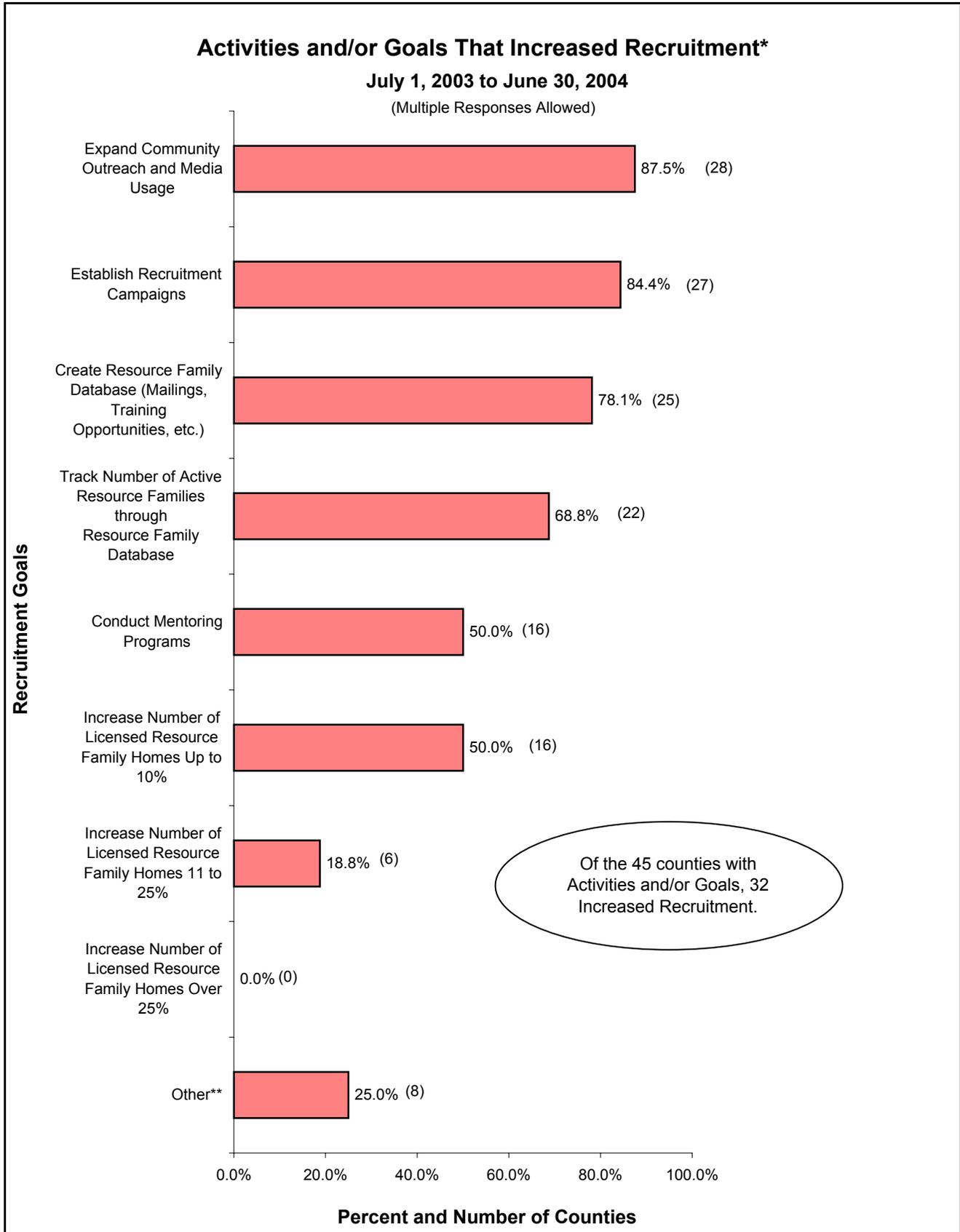
Counties With Activities and/or Goals to Increase Recruitment of Resource Families

July 1, 2003 to June 30, 2004



Region*	Counties With Activities/Goals	Counties Reporting Increased Recruitment
Bay Area	10	7
Central/Southern Farm	10	8
Central Valley	4	3
Los Angeles	1	1
North/Mountain	14	8
Southern California	6	5
Statewide	45	32

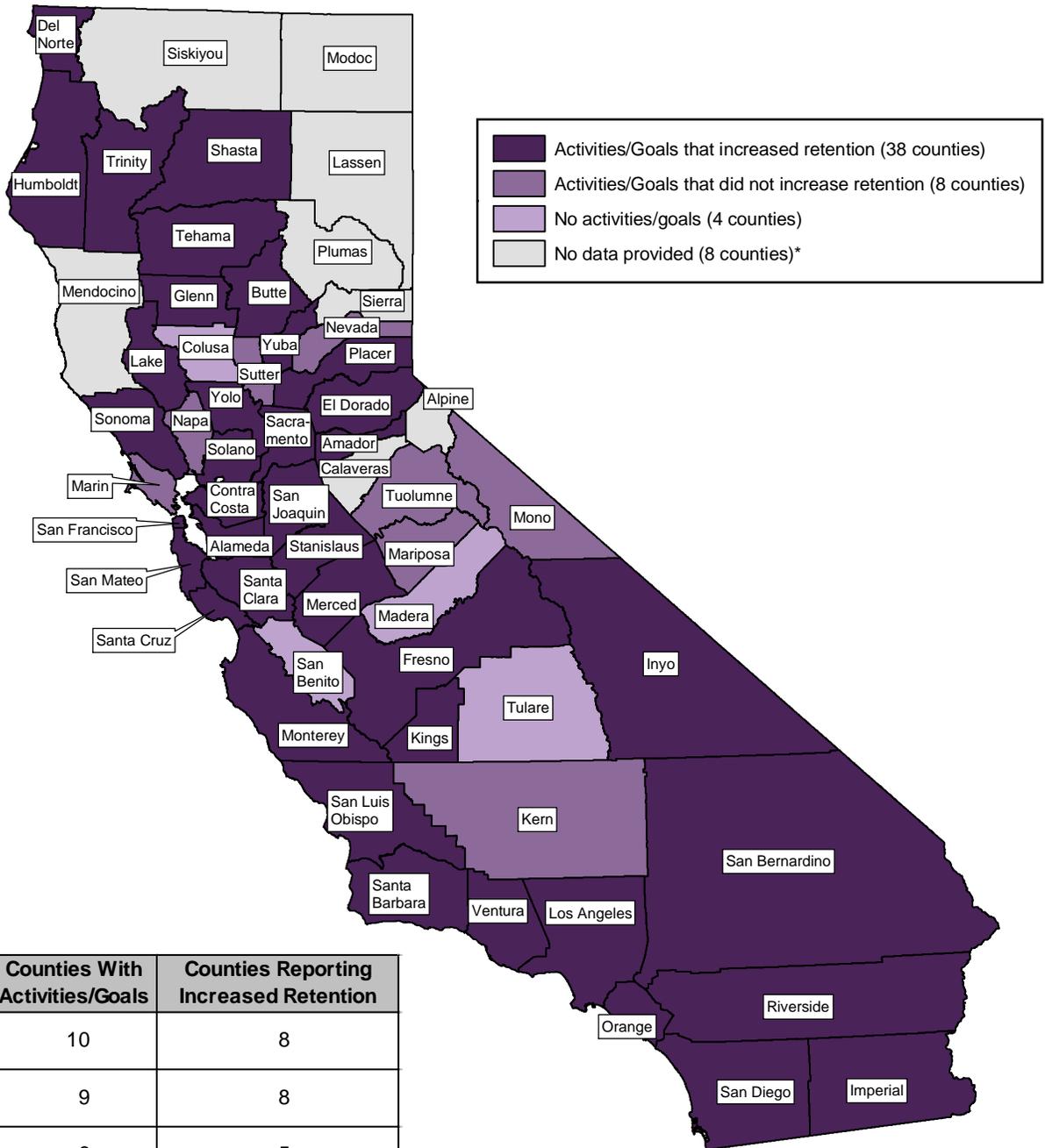
*See Appendix A for a description of the regions and statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

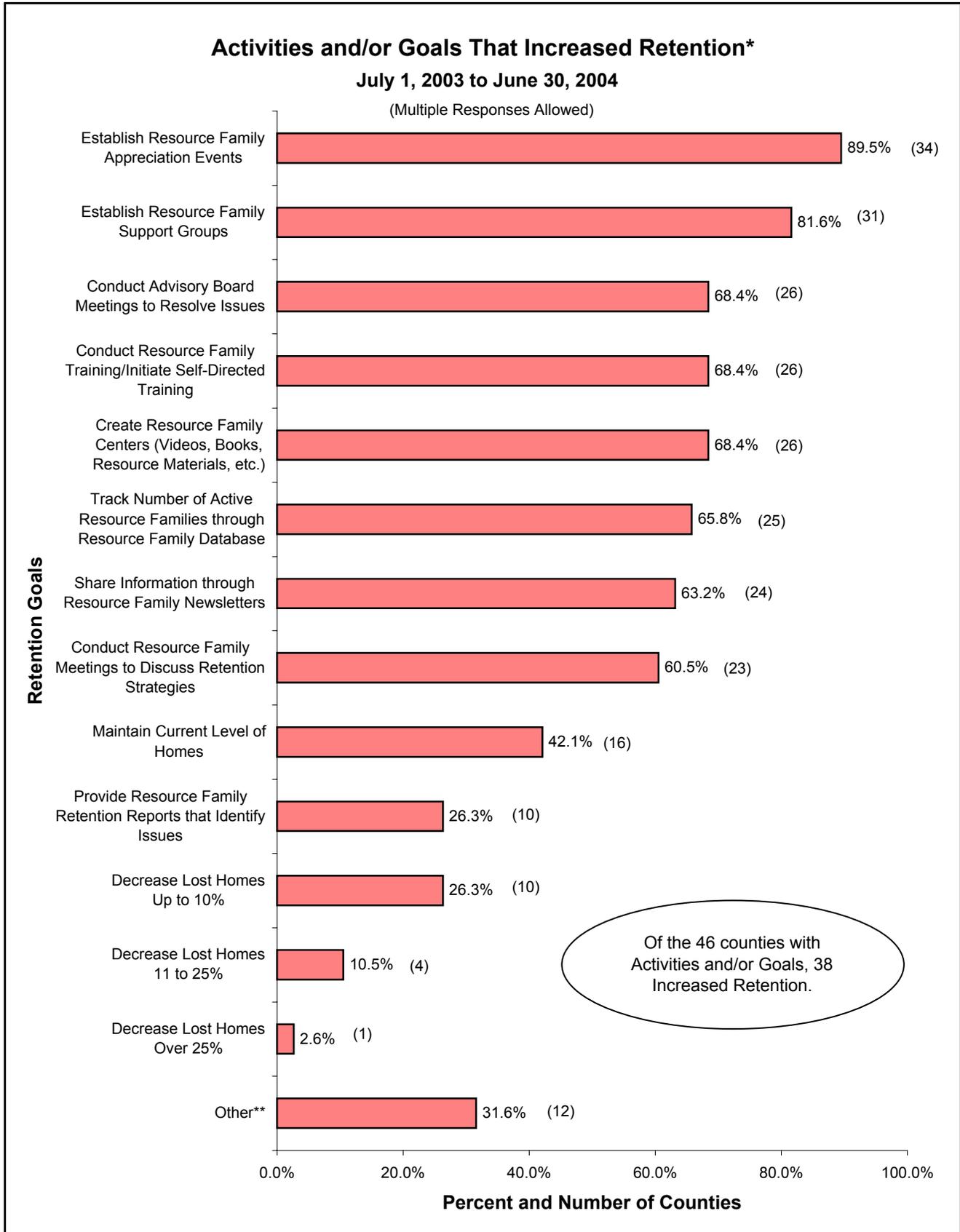
**For "Other" recruitment goals, see Appendix B, page 37.

Counties With Activities and/or Goals to Increase Retention of Resource Families July 1, 2003 to June 30, 2004



Region*	Counties With Activities/Goals	Counties Reporting Increased Retention
Bay Area	10	8
Central/ Southern Farm	9	8
Central Valley	6	5
Los Angeles	1	1
North/ Mountain	14	10
Southern California	6	6
Statewide	46	38

*See Appendix A for a description of the regions and statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

**For "Other" retention goals, see Appendix B, page 38.

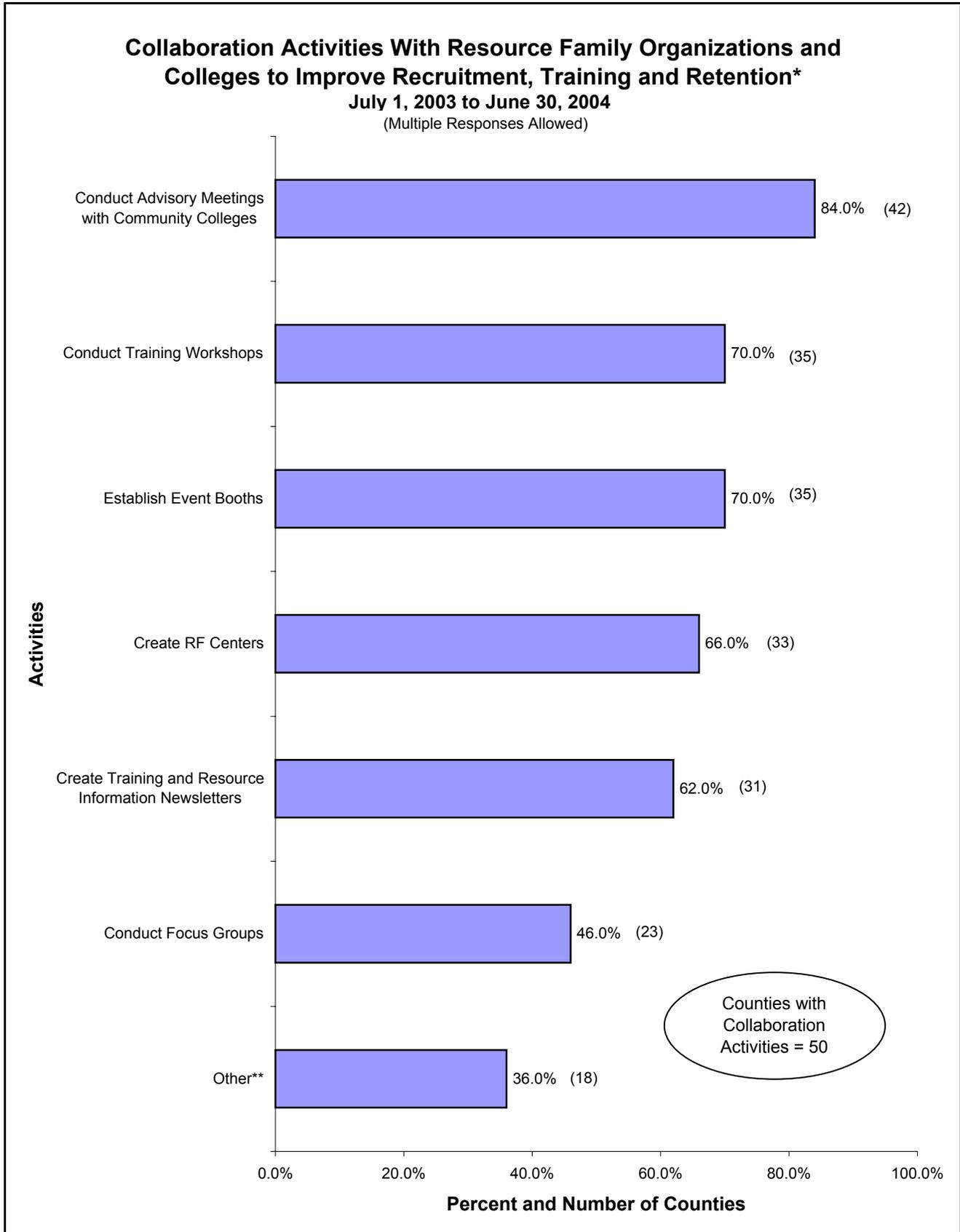
Resources to Enhance Recruitment, Training and Retention

Resource Family Mentors - By Region
Annual Comparisons*
 State Fiscal Years 2002/2003 to 2003/2004

Region*	Number of Counties With Resource Family Mentors		Net Percent Change
	SFY 2002/2003	SFY 2003/2004	
Bay Area	4	5	25.0%
Central/Southern Farm	5	5	0.0%
Central Valley	3	2	-33.3%
Los Angeles	1	1	0.0%
North/Mountain	7	5	-28.6%
Southern CA	4	5	25.0%
Statewide	24	23	-4.2%

Region*	Number of Family Mentors		Net Percent Change
	SFY 2002/2003	SFY 2003/2004	
Bay Area	31	35	12.9%
Central/Southern Farm	25	26	4.0%
Central Valley	11	5	-54.5%
Los Angeles	71	24	-66.2%
North/Mountain	25	26	4.0%
Southern CA	34	65	91.2%
Statewide	197	181	-8.1%

*Represents data from 51 counties for SFY 2002/2003 and 50 counties for SFY 2003/2004. See Appendix A for a description of the regions and statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

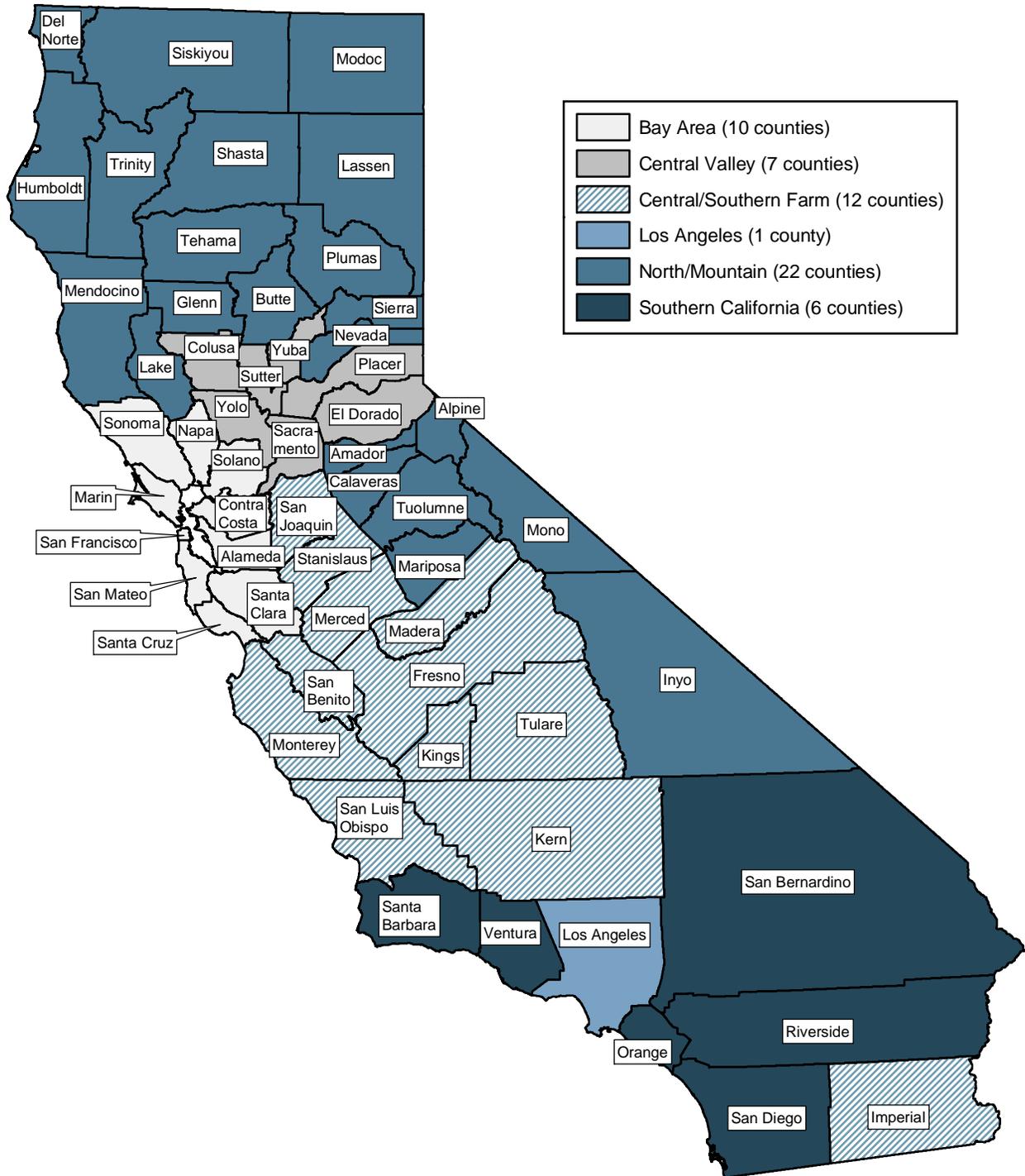
**For "Other" collaboration activities, see Appendix B, page 38.

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APPENDIX A

**CALIFORNIA DEPARTMENT OF SOCIAL SERVICES
 SIX CALIFORNIA REGIONS**



Regional Definitions:

California Department of Social Services (CDSS) has defined the six regions based on:

- 1) homogenous county characteristics such as welfare dependency rate, annual unemployment rate, percent of children reported to child welfare services and percent of population in poverty,
- 2) contiguous grouping of counties, with the exception of Imperial County, and
- 3) counties belonging to the same labor market area.

APPENDIX A

STATEWIDE DATA DISPOSITION
 State Fiscal Years 2002/2003 to 2003/2004

BAY AREA (10 counties)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
ALAMEDA	RTR	RTR
CONTRA COSTA	RTR	RTR
MARIN	RTR	RTR
NAPA	RTR	RTR
SAN FRANCISCO	RTR	RTR
SAN MATEO	RTR	RTR
SANTA CLARA	RTR	RTR
SANTA CRUZ	RTR	RTR
SOLANO	RTR	RTR
SONOMA	RTR	RTR
Counties with Data	10	10
CENTRAL/SOUTHERN FARM (12 counties)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
FRESNO	RTR	RTR
IMPERIAL	RTR	RTR
KERN	RTR	RTR
KINGS	RTR	RTR
MADERA	RTR	RTR
MERCED	RTR	RTR
MONTEREY	RTR	RTR
SAN BENITO	RTR	RTR
SAN JOAQUIN	RTR	RTR
SAN LUIS OBISPO	RTR	RTR
STANISLAUS	RTR	RTR
TULARE	RTR	RTR
Counties with Data	12	12
CENTRAL VALLEY (7 counties)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
COLUSA	RTR	RTR
EL DORADO	RTR	RTR
PLACER	RTR	RTR
SACRAMENTO	RTR	RTR
SUTTER	RTR	RTR
YOLO	RTR	RTR
YUBA	RTR	RTR
Counties with Data	7	7

LOS ANGELES (1 county)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
LOS ANGELES	RTR	RTR
Counties with Data	1	1
NORTH/MOUNTAIN (22 counties)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
ALPINE	FFA	FFA
AMADOR	RTR	RTR
BUTTE	RTR	RTR
CALAVERAS	FFA	FFA
DEL NORTE	RTR	RTR
GLENN	RTR	RTR
HUMBOLDT	RTR	RTR
INYO	RTR	RTR
LAKE	RTR	RTR
LASSEN	NSR	FFA
MARIPOSA	RTR	RTR
MENDOCINO	RTR	NSR
MODOC	FFA	FFA
MONO	RTR	RTR
NEVADA	RTR	RTR
PLUMAS	FFA	FFA
SHASTA	RTR	RTR
SIERRA	FFA	FFA
SISKIYOU	FFA	FFA
TEHAMA	RTR	RTR
TRINITY	RTR	RTR
TUOLUMNE	RTR	RTR
Counties with Data	15	14
SOUTHERN CALIFORNIA (6 counties)		
COUNTIES	SFY 2002/2003	SFY 2003/2004
ORANGE	RTR	RTR
RIVERSIDE	RTR	RTR
SAN BERNARDINO	RTR	RTR
SAN DIEGO	RTR	RTR
SANTA BARBARA	RTR	RTR
VENTURA	RTR	RTR
Counties with Data	6	6

TOTAL COUNTIES with REPORTED DATA for SFY 2002/2003 = 51
TOTAL COUNTIES with REPORTED DATA for SFY 2003/2004 = 50

RTR = Data provided; county conducted recruitment, training and retention activities.

FFA = No data provided; county utilized foster family agencies to conduct recruitment, training and retention activities.

NSR = No data provided; county did not return a survey.

APPENDIX B "OTHER" RESPONSES

ITEM 1: Indicate the total amount your county ACTUALLY EXPENDED for the recruitment, training and retention of RF in SFY 03/04 from EACH of the following funding sources.

COUNTY	"OTHER" FUNDING SOURCES	AMOUNT
BUTTE	OFR Respite Care	\$ 32,110
CONTRA COSTA	PIN 155 & 156 FFL & Recruitment	1,114,094
	Foster Family Licensing - Recruitment	258,630
	PIN 158 FFL - Training	76,014
HUMBOLDT	Respite	3,000
MARIN	Adoption Promotion and Support	675
	Foster Family Training	2,389
MARIPOSA	Mariposa Unified School District	1,500
MONO	contract w/non-profit to recruit foster homes. Redesign money used.	28,500
RIVERSIDE	FFH Licensing	91,663
	CWS Fed/State/Shift	334,873
SONOMA	County only funding for recruitment materials and training costs non-staff salary: Campaign buttons, ads, mentor fees	29,226
STANISLAUS	CWS Allocation - FC Respite	9,430
	CWS Direct Outreach Funds	1,024
	CBFRP	1,116
	Promoting Safe & Stable Families	650
TOTAL		\$ 1,984,894

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B "OTHER" RESPONSES

ITEM 4: Indicate the total number of staff and their respective work HOURS PER WEEK for *EACH* applicable job type designated for the recruitment of RF in SFY 03/04. **NOTE:** If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff."

COUNTY	"OTHER" Job Types	Number of Staff			Total Number of Staff Hours		
		County	Contract	Volunteer	County	Contract	Volunteer
BUTTE	OFR Social Worker (Recruiter)	1	0	0	5	0	0
CONTRA COSTA	Foster Parent Liason	0	1	0	0	20	0
FRESNO	foster parent	0	1	0	0	10	0
HUMBOLDT	Vocational Assistant	1	0	0	2	0	0
INYO	Local Foster Parent Couple	0	0	2	0	0	0.02
	Salvation Army	0	0	1	0	0	0.01
KERN	Contracted Foster Parent Coord	0	1.3	0	0	32.5	0
LOS ANGELES	Hotline/Mentors	0	0	24	0	0	144
NEVADA	Resource Specialist	1	1	0	1.5	10	0
PLACER	Foster Parent Liaison	0.5	0	0	5	0	0
RIVERSIDE	Community Service Assistant	1	0	0	40	0	0
	Warmline intake	1	0	0	40	0	0
SACRAMENTO	PRIDE Coordinator	1	0	0	3	0	0
	Orientation/English	1	0	0	6	0	0
	Orientation/Spanish	1	0	0	2	0	0
SAN BERNARDINO	FOSTER PARENT	0	0	1	0	0	3
SAN FRANCISCO	Social Service Technician	1	0	0	30	0	0
SAN LUIS OBISPO	Community Partner	0	1	0	0	1	0
SAN MATEO	Foster Parent Trainers	0	4	0	0	5	0
SANTA CLARA	Community Liaison	0	5	0	0	21	0
	Support Team	0	6	0	0	10	0
SHASTA	Foster Parent Liason	1	0	0	10	0	0
	Adoptive Parent Liason	0	1	0	0	10	0
STANISLAUS	Staff Manning booths	2	0	0	1	0	0
	Resource Parents	0	0	6	0	0	1
	Resource Family Celebrations	9	0	4	1	0	1
TEHAMA	Foster Parent	0	1	0	0	1	0
TULARE	Lead Worker	1	0	0	3	0	0
YOLO	Intern	1	0	0	24	0	0
	Volunteers	3	0	3	0.5	0	1
YUBA	Foster Kinship Specialist	0	2	0	0	4	0
	Foster Kinship Program Mgr.	0	1	0	0	2	0
	Foster Care Education	0	0	2	0	0	6
TOTAL		27	25	43	174	127	156

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B

"OTHER" RESPONSES

ITEM 5a: If you answered "YES" to Q5, indicate the languages of fluency of the bilingual staff. Check all that apply.

COUNTY	"OTHER" NON-ENGLISH LANGUAGES
LOS ANGELES	American Sign Language
	Mandarin
	Korean
MARIPOSA	Tongan
SANTA CLARA	African Dialect, Amharic, Bisayan, Dutch, Sign Language,
	German, Hebrew, Hindi, Ilocano, Japanese, Portuguese,
	Korean, Laotian, Mandarin, Nigerian Dialect, Swahili, Samoan
SUTTER	Punjabi
YOLO	Punjabi

ITEM 6: Indicate *EACH* recruitment method employed by your county and its effectiveness to recruit RF in SFY 03/04. If the category did not apply in your county, select "Not Applicable."

COUNTY	"OTHER" RECRUITMENT METHODS	DEGREE OF EFFECTIVENESS
CONTRA COSTA	Telephone follow-up	Effective
FRESNO	city bus advertisement	Effective
LOS ANGELES	Targeted Bulk Mailings	Least Effective
ORANGE	TeamTalk County Publication	Effective
SACRAMENTO	Regional Transit	Most Effective
	Foster parents	Most Effective
SANTA BARBARA	Newsletter	Effective
SONOMA	Letters to schools and churches	Effective
STANISLAUS	FFA Referral	Effective

ITEM 8: Did your county conduct *SPECIALIZED* recruitment specific to *EACH* of the categories of children below in SFY 03/04?

COUNTY	"OTHER" CATEGORIES OF CHILDREN FOR SPECIALIZED RECRUITMENT
LAKE	Emergency foster care placements
MERCED	General Recruitment
SANTA CRUZ	specific neighborhoods

ITEM 9: Indicate the difficulty your county experienced in placing *EACH* of the following categories of children in SFY 03/04. If the category did not apply in your county, select "N/A" (Not Applicable).

COUNTY	"OTHER" CATEGORIES OF CHILDREN WITH PLACEMENT DIFFICULTIES	DEGREE OF DIFFICULTY
COLUSA	Extremely large sib groups 5+ kids	Most Difficult
SACRAMENTO	Sibling groups of 3 or more	Most Difficult
STANISLAUS	Immediate Temporary Care/Receiving Homes	Most Difficult

APPENDIX B "OTHER" RESPONSES

ITEM 10a: Indicate the reasons why the licensed RF in Q10 decided to no longer accept placements and the number of families that specified *EACH* reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for *EACH* reason the family reported.

COUNTY	"OTHER" REASONS RF FAMILIES NO LONGER ACCEPTED PLACEMENTS	NUMBER OF FAMILIES
ALAMEDA	Moved within the county	5
	deceased	1
	Particular child placement left home	4
DEL NORTE	Transferred to a FFA	1
FRESNO	moved to FFA	2
GLENN	Rolled over to FFA	2
HUMBOLDT	Moved to a Retirement Community	1
IMPERIAL	Licensed for specific foster child	5
INYO	Moved to a new home - working on becoming licensed	1
KERN	Foster Parent Request - reason unknown	27
	New Baby	1
	No openings or waiting for specific child to return	7
LAKE	unknown	2
	closed home while complaints investigated	*3
	falsified application to CCL	*1
LOS ANGELES	Relocation; FC Quality Assurance Actions; 'Unknown'	36
	FFH closures by CCL	*201
ORANGE	dissatisfied with the system	5
	change of address	6
	revoked by the state	*2
PLACER	child aged out -family interested in specific child only	2
RIVERSIDE	Foster Parent initiated on their own with no reason	2
SACRAMENTO	Vacation	5
	Busy with own children	1
SAN DIEGO	Too busy with work and personal life	15
	Home Burnt Down in big fire	1
	Revoked license	*8
SAN LUIS OBISPO	Voluntarily Dropped Out	7
SAN MATEO	gave up on waiting for adoption placement	2
SANTA CLARA	Specific Child no longer available	5
	Retiring	7
	Closed for unknown reason	13
SHASTA	Revocation Action	*3
SONOMA	Child aged out of foster care	3
SUTTER	Certified with an FFA	3
TRINITY	Revocation of License	*2
TULARE	Attending school	5
	taking a break	11
VENTURA	License Revoked	*1
TOTAL		188

*Data (221) moved to Q11 and Q11a "Administrative Decision" in concurrence with Program.

APPENDIX B "OTHER" RESPONSES

ITEM 11a: Of the number of licensed RF indicated in Q11, provide the number of RF who did not receive placements for *EACH* of the reasons that apply.

COUNTY	"OTHER" REASONS RESOURCE FAMILIES DID NOT RECEIVE PLACEMENTS BASED ON COUNTY DECISIONS	NUMBER OF LICENSED RF
EL DORADO	Complaint investigations	2
KERN	Training Deficits	2
MARIN	Respite care only	2
NEVADA	Adoption only	2
	ICPC License only	2
ORANGE	Licensee Request	32
	Lack of yearly training	50
	Adoption	2
SHASTA	Complaint Hold	10
	Homes for adoptive placements only, not general foster care	35
STANISLAUS	Revocation In Progress	2
	Awaiting Further Training	1
TEHAMA	would not do required training for placements	1
TUOLUMNE	Conflict of Interest- Foster father is County Sheriff Deputy	1
TOTAL		144

ITEM 15b: If you answered "YES" to Q15, indicate the funding source(s) of the child care. Check all that apply.

COUNTY	"OTHER" CHILD CARE FUNDING SOURCES
AMADOR	Amador First 5 Grant
BUTTE	OFR allocation
CONTRA COSTA	FACT funds
KERN	Utilized Human Service Aides to provide group childcare
MADERA	Foster parents provided free of charge
MARIN	Foster Care Training and Recruitment Budget
MONTEREY	PSSF Funds
NEVADA	Private donation
SAN FRANCISCO	Options for Recovery
SANTA CRUZ	OFR
SHASTA	Options for Recovery Funds
STANISLAUS	Promoting Safe and Stable Families
SUTTER	Yuba College Child Development Center
TUOLUMNE	Prevent Child Abuse Tuolumne County

APPENDIX B "OTHER" RESPONSES

ITEM 16b: If you answered "YES" to Q16, indicate the funding source(s) of respite care provided by your county in SFY 03/04. Check all that apply.

COUNTY	"OTHER" RESPITE CARE FUNDING SOURCES
COLUSA	Children's Services Referrals
CONTRA COSTA	FACT Heritage
HUMBOLDT	County only Respite Account WRAP - Around Fund Title IVE/SB163
IMPERIAL	Kinship and Foster Care Emergency Fund
MADERA	Foster parents provided service to each other
ORANGE	Respite Relaxation Program and Special Medical funded by County Funds
SAN MATEO	Proposition 10 Family Support Services
SANTA CLARA	County General Fund
SHASTA	Adoptions Support Funding
SOLANO	All County Funds
SONOMA	Money from private fund raisers by the foster parent association
TRINITY	FFH paid their own respite care
TULARE	co-op Foster Parent paid from payment received for child.
VENTURA	Foster/Kinship Respite Care Project Ventura County First 5 Commission Grant

ITEM 17a: If you answered "YES" to Q17, please indicate the activities and/or goals. Check all that apply.

COUNTY	Question 17a: "OTHER" RECRUITMENT GOALS
FRESNO	established a recruitment, training, support task force through F2F create better linkage with the Foster Parent Training project
GLENN	AB 636 - Focus Groups
MARIPOSA	Better communication with FF Assoc. and Community College
MONO	Bring in Foster Family Agency into county
SACRAMENTO	Billboards
SAN BERNARDINO	Became a Family to Family County
SAN FRANCISCO	Increase support to current resource families.
SANTA CLARA	Community Action Teams/Community Liaison Worker Resource Family Support Team
SANTA CRUZ	Increase relative/nrefm placements
STANISLAUS	High Removal Rate Neighborhood Recruitment Youth Speak Out Teams
YOLO	Website Foster Care email address Coordination w/ Child Abuse Prevention Council

APPENDIX B

"OTHER" RESPONSES

ITEM 18a: If you answered "YES" to Q18, please indicate the activities and/or goals. Check all that apply.

COUNTY	"OTHER" RETENTION GOALS
BUTTE	Lending Library for Foster Parents
CONTRA COSTA	Foster Parent liasion
FRESNO	establish a recruitment, training, support task force with F2F held a conference to identify concerns
GLENN	AB 636 - Self Assessment Report
HUMBOLDT	Community Partner Meetings w/focus groups addressing recruitment & communication
KERN	Hired two contracted Foster Parent Coordinators (one left after 4 mos.) Mgmt attends FPA Mtgs to respond to/resolve issues
NEVADA	Home based support
SACRAMENTO	24 Hr. Foster Parent Call In Line PRIDE Placement Support Unit
SAN FRANCISCO	Increase support services to resource families, especially new homes.
SAN MATEO	Foster Parent Advocate Position
SANTA CLARA	Advocate Support Team Child Care
SANTA CRUZ	session between foster parents & social workers to discuss retention
SONOMA	FPRRT is part of the AB636 Self Assessment Plan and Systems Improvement Plan
SUTTER	Mailing of informational materials on a regular basis
YOLO	Customer satisfaction survey for resource families

ITEM 20: Indicate how your county collaborated with RF organizations and colleges to improve recruitment, training and retention efforts in SFY 03/04. Check all that apply.

COUNTY	"OTHER" COLLABORATION ACTIVITIES
AMADOR	Matained a website FKCE.Net
BUTTE	Lending Library for Foster Parents Emergency loans of cribs and car seats Financial support to the Butte College Kinship/FP Appreciation Event
COLUSA	Collaboration with local FFAs
CONTRA COSTA	Community Liaisons Monthly Recruitment and Retention Meetings Family to Family Support Groups
DEL NORTE	College of Redwoods performed pre-service and therapeutic training
FRESNO	surveyed families conduct meetings with foster parent associations
HUMBOLDT	Regional Training Conference Special Needs Training
IMPERIAL	Administration and Staff participation in most Resource Family Activities
MARIN	Marin is a member of a local recruitment collaborative-Family Finders
MERCED	Meetings with the Foster Parent Association
MONO	Web page
NEVADA	Community outreach
RIVERSIDE	5 Quarterly Caregiver Training Conferences
SACRAMENTO	Birth & Beyond Community Partner Health & Education Fair
SAN FRANCISCO	Ongoing Family to Family Recruitment, Training, Support meetings including foster parents.
SANTA CRUZ	Phone calls to prospective foster parents
SHASTA	Recruiting and Retaining Resource Families BSC Weekly phone calls with other Counties
SOLANO	Quarterly meetings with Foster Parent Associations

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX C

TOLL-FREE TELEPHONE NUMBERS

ITEM 7a: If you answered "YES" to Q7, provide the toll-free telephone number.

COUNTY	TOLL-FREE TELEPHONE NUMBERS
ALAMEDA	(888) 302-9335
BUTTE	(866) 228-4368
CONTRA COSTA	(866) 313-7788
FRESNO	(877) 533-KIDS
GLENN	(800) 339-9236
LOS ANGELES	(888) 811-1121
MONO	(888) 426-5568
MONTEREY	(800) 850-0006
ORANGE	(888) 871-KIDS
PLACER	(888) 387-9982
RIVERSIDE	(800) 665-5437
	(800) 303-0001
SAN BERNARDINO	(800) 722-4477
SAN DIEGO	(877) 792-5437
SAN LUIS OBISPO	(800) 547-5437
SANTA BARBARA	(888) 899-2649
SANTA CRUZ	(800) 850-0006
SONOMA	(800) 870-7064
TRINITY	(800) 851-5658
TULARE	(800) 750-2022
VENTURA	(800) 660-5474

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
ALAMEDA	Pat Cripe	Pat Cripe	(510)268-2373	
AMADOR	Amador County Foster Parent Association	Gretchen Heiss	209-296-7606	FKCE@volcano.net
BUTTE	OFR Recruiter and various instructors	Sandra Tonjes	(530) 538-7896	tonjes@cws.state.ca.us
	Foster Care Licensing	Liz Griffin	(530) 538-7755	griffe@cws.state.ca.us
	Various Foster Parent Mentors	Liz Griffin	(530) 538-7755	griffe@cws.state.ca.us
CONTRA COSTA	CFS staff	Lois Rutten	925-335-7173	loisr@cws.state.ca.us
FRESNO	Specialized Foster Parent Training	Barbara Foster	(559)278-2718	bfoster@csufresno.edu
GLENN	Foster Care Support Network	Brenda Prather	530-934-6519	
	Fostering Success-Joy Todd	Brenda Prather	530-934-6519	
IMPERIAL	ICDSS	Margarita Price	(760)482-2000	
	ICDSS	Angelica Dueñas	(760)482-2000	
KERN	Dr. Michael Kirk, SPP	Lauren	661-263-4728	
	Frances Draper/Dave Hall, CCL	Dave Hall	916-263-4728	dave.hall@dss.ca.gov
	Mary Halberg, Bkfld College	Mary Halberg	661-395-4737	mhalberg@bc.cc.ca.us
	Foster Care Support Network	Self-Tests	715-258-2448	info@FosterCareSupport.net
KINGS	Kings County Human Services Agency	Jennifer Bell	(559) 582-3241 x 2334	Jbell@co.Kings.ca.us
	Kings County Human Services Agency	Shelly Verboon	(559) 582-3241 x 2342	SVerboon @co.Kings.ca.us
		Ronda Braithwaite	(559) 582-3241 x 4951	Rbraithwaite @co.Kings.ca.us
		Michael Gates	(559) 582-3241 x 2344	MGates@co.Kings.ca.us
LAKE	Lake County Office of Education	Allison Hillix	(707) 262-3493	allisonh@lake-coe.k12.ca.us
LOS ANGELES	John Hill	John Hill	(213) 947-2222	seconddistrict@bos.co.la.ca.us
	Kimberly E. Clayborn	Kimberly E. Clayborn Educ&Consult firm	(323) 292-4361	
	McNeil Lewis Consulting Group	Jacques McNeal	(310) 671-4966	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
LOS ANGELES	Institute for Multicultural Counseling Education Services	Tara Pir	(213) 381-1205	
	Ametron Audio/Video		(323) 466-4321	
	National Association of Adoptable Children	Joe Knoll		
	Hay Consulting	Leslie Ann Hay	(206) 323-4394	lesliehay@comcast.net
	Hay Consulting	Rose Maria Wentz	(206) 323-4394	Rosewentz@comcast.net
	Community College Foundation	Cynthia Holmes	(310) 296-2250	
	Community College Foundation	Dennis Hightower	(310) 398-9399	
	Community College Foundation	Maurice Clark	(323) 734-7272	
	Community College Foundation	Norman Feazell	(323) 646-9886	
	DCFS	Julia Nagel	(661) 702-6347	
	DCFS	Barbara Barchino	(323) 298-6016	
	DCFS	Luis Pereria	(818) 761-5527	
	DCFS	Dennis Hathaway	(661) 702-6271	
	Rowell Children	Victoria Rowell		
	CDSS/CCL	Frances Draper	(310) 665-1988	
	CDSS/CCL	Angela Bonker	(310) 665-1988	
	Community College Foundation	Toi Murray		
	Community College Foundation	Ketia Brown		
	DCFS Adoption	Monica Lerigue		
		Craig Shigenaga		
		Dr. Debbie George	(310) 930-3589	
	DCFS	Steve Tarver	(562) 492-6701	
	DCFS	Suzanne Martinez		
	Adjacent Partner	Alicia Jacobs		
	Adjacent Partner	Marcos Gonzales		
	Alliance for Children's Rights	Amy Pellman	(213) 368-6010	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS	
LOS ANGELES	DCFS	Stephanie Ducaine			
		Ruthie Berell			
		Brenda Blackburn			
		Jocelyn Geaya Rosenthal			
		Priscilla Carter	(310) 486-1049		
		Fancesca LeRue			
	CCF	Banke			
	Mathew, Peyer Group	Stacey Peyer	(310) 313-1848		
	Literacy Dynamic	Carol Tucker	(323) 934-2273		
	CCF	Arvis Greene			
	CSCPA	Fred Leiner			
	FKCE	Alexis Eastwick			
		Barbara Leiner			
	Adnament Partner	Alicia Jacobs	(310) 645-6996		
	DCFS	Tony Figueroa			
	Alliance for Children's Rights	Natasha Frost	(626) 279-5150		
	FKCE	Mary Hibbard	(562) 427-6904		
	Mathew, Peyer Group	Loretta Amaro	(310) 849-2624		
	Rancho Los Amigos Hospital	Irene Gil Goff, M.D.		(562) 401-7847	
			Kimberly Kang	(213) 639-7567	
Adjament Partners	Mario Gonzalez				
		Jenny Weisz	(213) 385-2977		
MADERA	Family Resource Center	Paige Sambueso	559-661-5155		
	UC Davis Extension	Carol willis	530-757-8643		
	Madera County Action Committee	Nicole Desmond	559-673-9173		
	Madera County Health Department	Cheryl Edgar	559-675-7893		
	Madera County Behavioral Health	Sonia Bentley	559-673-3508		
	California Highway Patrol	Officer Chris Pia	559-675-1025		
	Madera Narcotics Enforcement Team	Manual Rocha	559-675-7776		
MARIN	Thomas Rath	Thomas Rath	415-499-7434	trath@co.marin.ca.us	
MARIPOSA	Dorothy Langworthy		(209) 966-2442	dlangworthy@mariposacounty.org	
	Mike Fagalde		(209) 966-3007		

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
MERCED	Merced County Licensing	Kim Bower	(209) 385-3000 x5204	kbower@cws.co.merced.ca.us
	Sabrina Braham	Deanna King	(209) 384-6399	
	Annette Holgren	Deanna King	(209) 384-6399	
MONO	Mammoth Hosp.	First Aid/CPR trng	760-924-4105	
	Community Connection	Kathy Young	760-934-3343	
	Eastern Sierra Family Res. Ctr	Margaret Clevenger	760-924-5998, ext. 15	
NAPA	Varies - In house professionals	Judi Chan	707-647-2319	jchan10719@aol.com
NEVADA	Superintendent of Schools	Mary Jane Connley	(530) 478-6400 ext.210	
	D. Bach	Mary Jane Connley	(530) 478-6400 ext.210	
	T. Young	Mary Jane Connley	(530) 478-6400 ext.210	
	K. Kistler	Mary Jane Connley	(530) 478-6400 ext.210	
	D. Dumaczyk	Mary Jane Connley	(530) 478-6400 ext.210	
ORANGE	Social Services Agency	Denise Odom	714-940-3974	denise.odom@ssa.ocgov.com
	Social Services Agency	Cynthia Roe	714-940-3914	cynthia.roe@ssa.ocgov.com
	Social Services Agency	Juan Herrera	714-940-3972	juan.herrera@ssa.ocgov.com
	Social Services Agency	Abel Esquivel	714-940-3971	abel.esquivel@ssa.ocgov.com
PLACER	Placer County	Laurie Antuzzi	(530) 886-2879	
	Placer County	Tom Lind	(530) 889-6752	
	Placer County	Lani Thomas	(530) 889-6720	
	Sierra Adoption Services	Nichole Bowden	(530) 478-0900	
RIVERSIDE	Joann Lamb		(951) 358-5134	jlamb@riversidedpss.org
	Sheila Riley			sriley@riversidedpss.org
	Jody Macdonald		(951) 358-3638	jmacdora@riversidedpss.org
	Lorraine Fox			pgfsc@cox.net
	Chico Garza		(760) 947-9821	
	Pat Miller			
	Mario Cabrera		(951) 358-4071	macabrera@riversidedpss.org
Lus Estrada		(760) 342-8344	lgestrada@2by2.net	
SACRAMENTO	DHHS (Foster Care City)	Sue Bassett	916-874-3348	Basses@saccounty.net
	FHL (Rules/Regulations)/ English	Deborah Thomas	916-875-5600	Thomada@saccounty.net
	FHL (Rules/Regulations)/ Spanish	Alida Lopez	916-875--4080	Lopezad@saccounty.net
	Contract Consultant	LeNore Connett	916-421-0430	No email address

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
SAN BERNARDINO	Vern Bradley	Vern Bradley	909 797-8325	
	Chaite St. Francis	SAME	909 891-3509	cstfrancis@hss.sbcounty.gov
	Ed Debelina	SAME	909 891-3694	edebelina@hss.sbcounty.gov
	Kristen Lennon	SAME	909 891-3358	klennon@hss.sbcounty.gov
	Pierre Duong	SAME	760 243-6753	pduong@hss.sbcounty.gov
	Giselle Manjarrez	SAME	909 945-4681	gmanjarrez@hss.sbcounty.gov
	Kathrene Barman	SAME	909 945-4681	kbarman@hss.sbcounty.gov
	Laraine Little- Tant	SAME	909 945-3774	llittletant@hss.sbcounty.gov
SAN FRANCISCO	Bay Area Academy	Pete Maspaitella	707 373-6552	Bpetermas@mac.com
	Options for Recovery	Rose Willis	415 401-4450	Rose.Willis@sfgov.org
SAN LUIS OBISPO	The Family Center	Michael Williams	805 489-37363	
	Family Care Network	Harry Miller	805 781-3535	
	E.O.C.	Phyliss Briotta	805 541-4122	
SAN MATEO	Alcohol Abuse Training	Gus Salas	(650) 802-7663	
	CPR/First Aid	Samuel Barajas	(510)782-7992	
	Peninsula Conflict Resolution Ctr	Kathie Howard	(650)373-7899	
	Silva-Roland, Wood, Ng	Eva Lamphear	(650)595-7631	
	Diane Carleson	Kristy Lamore	(650)595-7651	
	Jacquemet/Rosenbaum	Rose Kessler	(650)595-7643	
SANTA BARBARA	Joyce Schofield	Joe Pollen		jpollen@hancockcollege.educ
	Bonnie Beedles	Joe Pollen		
	Angela Simkins	Joe Pollen		
	JoJo Carbonell	Joe Pollen		
	Lynee Marie	Joe Pollen		
	Anna Lopez	Joe Pollen		
	Tom Hunter	Joe Pollen		
	Dave Mayfield	Joe Pollen		
SANTA CLARA	Support Team	Mary Jo Nakashima+F398	408-975-5567	MaryJo.Nakashima@ssa.sccgov.org
SANTA CRUZ	The Health Trainers	Suzanne Granstrom	831-423-1919	
	multiple OFR providers			
SHASTA	Options for Recovery	Sheri Wiggins	530-225-5879	swiggins@co.shasta.ca.us
	Foster Parent Association	Mickey Harris	530-225-3726	mharris@lilliput.org
	Community Volunteer	Ann Mills	530-221-2900	
	Lilliput Children's Services	Mickey Harris	530-225-3726	mharris@lilliput.org

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
SOLANO	Cal. State Foster Parent Assoc. Training	Karen Timpleton, Chair	(714) 556-5250	
	National Foster Parent Assoc. Training	Randall Ruth, President	(952) 890-7012	
SONOMA	Joycelyn Macklin		(707) 565-4275	macklij@schsd.org
STANISLAUS	Bruce Perry M.D.			
	Linda Macy, County Council		209-525-4492	
	Beth Morrison, Social Worker		209-558-2384	
	Sheelah Grant, SWSII		209-558-3905	
	Velma Moore, Foster Parent Association		209-541-3819	
	Greg & Anita Perreti, Resoure Parents			
	Kelli Riley, Resource Parent			
	Cindy Pileman, Resource Parent			
TEHAMA	Foster Care Support Network	Linda Colin	530/528-4006	
	CPS	Jennifer Mitchell	530/528-4004	
TULARE	Mireya Anaya		(559) 733-6175	manaya@tularehhsa.org
	Mary Morton		(559) 733-6175	mmorton@tularehhsa.org
TUOLUMNE	Probation Department	Shirlee Juhl	(209) 533-7500	sjuhl@co.tuolumne.ca.us
VENTURA	Red Cross	Beth Doyle	(805) 654-6303	Beth.Doyle@mail.co.ventura.ca.us
	Dr. Ira Chasnoff	Brittney Burns	(312) 726-4011	Bburns@cr-triangle.org
	Dr. Ira Chasnoff/Tim Healy	Brittney Burns	(312) 726-4011	Bburns@cr-triangle.org
	Donna Marks	Beth Doyle	(805) 654-6303	Beth.Doyle@mail.co.ventura.ca.us
	Stephanie Main	Beth Doyle	(805) 654-6303	Beth.Doyle@mail.co.ventura.ca.us

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX E

POSITION TITLES, TOTAL STAFF AND HOURS FOR PRE- AND/OR POST-SERVICE TRAINING

ITEM 14a: If you answered "YES" to Q14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre- and/or post-service training for resource families in SFY 03/04.

COUNTY	JOB TITLES	NUMBER OF STAFF	NUMBER OF STAFF HOURS
AMADOR	Program Manager	1	2
BUTTE	Sandra Tonjes, OFR Recruiter	1	5
CONTRA COSTA	Social Casework Specialist	15	225
EL DORADO	Licensing Social Worker	1	10
FRESNO	Program Manager	1	10
GLENN	Social Worker	1	2
INYO	Salvation Army	1	6
KERN	Emily Thomasy, PS (Foster Ombuds.)	1	160
LOS ANGELES	Children's Services Administrator II	1	650
	Children's Services Administrator I	1	650
	Children's Social Worker III	3	1950
	Clerical Support	1	650
MADERA	Social Worker III	1	20
MARIPOSA	Social Worker Supervisor I	1	3
RIVERSIDE	Social Worker V	4	40
SACRAMENTO	Division Training Coordinator/Program Planner	1	32
	Foster Home Licensing Evaluator	1	20
	FHL Program Specialist	1	20
SAN BERNARDINO	social workers	3	50
SAN LUIS OBISPO	EOC	4	10
SAN MATEO	Resource Family Recruiter	1	5
	Shelter Care Coordinator	1	1
	Post Adoption Specialist	1	1
	Licensing Social Worker	1	1
	Resource Family Recruiter	1	5
SANTA CRUZ	Senior Social Worker	1	5
	Senior Social Worker	1	2
	Senior Social Worker	1	4
SHASTA	Options for Recovery Trainer	1	43
	Foster Parent Trainer	1	30
	Volunteer (through Lilliput, Mickey Harris)	0.5	12
SOLANO	Social Worker III/Trainer	1	30
	Social Worker III/Licensing	1	10
	Social Service Supervisor	1	4
	Social Service Manager	1	2
	Clerical Worker	1	20
STANISLAUS	Resource Family Recruiter/Trainer	1	40
	Licensing Social Worker	1	10
TRINITY	Supervisor	1	12
	Licensing Staff	1	12
TOTAL		63.5	4764

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 03/04.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
ALAMEDA	Alameda County Foster Parent Association	Tina Hughes	(510)430-0942	
AMADOR	Amador County Foster Parent Association	Gretchen Heiss	209-296-7606	FKCE@volcano.net
BUTTE	Butte County currently does not have an active Foster Parent Association. On going support and information is provided with the hope that a new group will be established.			
COLUSA	Yuba College	Laurie Scheuermann	(530) 741-6750	
CONTRA COSTA	Foster Family Network	Lola Diamond	510-964-9346	none
EL DORADO	Foster Parent Association	Bonnie McLane	(530) 333-1482	arab@thegrid.net
	Foster Group	Cathie Watson	(530) 621-6789	
FRESNO	Kinship Parent Association of Fresno	Kay Crockell	(559) 222-9766	Crockell@comcast.net
	Sun Valley Foster Parent Association	Idell Smith	(559) 264-5742	Idellsh1@aol.com
	Asociacion de Padres Unidos de Crianza #74	Barbara Caldera	(559) 486-5260	
GLENN	FFP Association	Debbie Boyles	530-865-9251	bboyles@maxinet.com
HUMBOLDT	New Directions of Humboldt Foster Family Assoc., Ch. 107	Rose Baker	(707) 496-6070	prbaker5150@aol.com
IMPERIAL	Imperial Valley College	Rebecca Green	(760)355-6232	becky.green@imperial.edu
	IV FPA Chapter 80	Martha Gomez	(760)353-3708	
	IV FPA Chapter 80	Lupe Gonzalez	(760)3564543	
INYO	Salvation Army	Debbie Breazeale	(760)872-2124	
KERN	FPA Ch. 46	Sasha Biscoe	661-663-6862	sbiscoe@cox.net
KINGS	Foster Parent Support Group	Debbie Castro	(559) 584-8980	
	The REACH Program	Liz-Rocha-Lee	(559) 222-4969	
	First Five Resource Center	Judy Rutan	(559) 585-0814	
LAKE	Lake County Foster Parent Association	Denise Solgat	(707) 279-4503	cobbkidz@yahoo.com
LOS ANGELES	Adoptive Parents of LAC	Pauline Atkins	(323) 935-4276	
	Antelope Valley Care Providers	Mary Mayfield	(760) 264-2026	
	Association de Crianza/Bahia Sur	Sofia de Leon	(562) 634-9184	
	Carson FP Association & FP of LAC	Brenda Parks	(310) 537-7555	
	Central City FP Assn.	Louella Ray	(323) 777-2742	
	Compton Community Wide FP Association	Mary Sue Lewis	(310) 762-9700	
	For The Children	JoAnne Hernandez	(310) 672-3447	
	Harbor City FP Association	Zimery Jackson	(310) 326-8225	
	High Desert FFA of N. LAC	Deena Tucker	(661) 285-0651	
	HOPE	Sally Soto	(562) 622-8889	

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

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COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
LOS ANGELES	LAC Hisp. FPA/Barranca	Letty Lopez	(626) 330-9499	
	LAC Hisp. FPA/Belvedere	Esther Celaya	(323) 888-0839	
	LAC Hisp. FPA/Santa Fe Springs	Frank Gallego	(323) 722-4900	
	LA Voices FP Association	Florence Dyer	(323) 292-4054	
	Long Beach FP Assn.	Majorie Porter	(562) 864-9383	
	Metro Crenshaw FP Assn.	Nettie Clark	(323) 735-0575	
	Pacesetters	Lorraine Bridges	(323) 734-0988	
	Pico Rivera Hisp. FP Assn.	Fanny Almaguer	(562) 699-9217	
	Rainbow FP Association	Louise Devine	(818) 797-9132	
	San Fernando Valley Hisp. FPA	Chris Portugal	(818) 955-8531	
	San Gabriel Valley FPA	Ethel Vehawn	(626) 339-5893	
	South West FP Assn.	Alma Walker	(323) 971-1212	
	Starlight FP Association	Loretta Lunsford	(626) 797-2022	
	Stepping Stone FP Association	Cora Pearson	(310) 539-0268	
	Tri-Valley Community	Claudia Thompson	(909) 861-1216	
	Tri-Valley FP Alliance	Earleen Lloyd	(818) 834-6616	
	United Community Caregivers	Barbara Leiner	(818) 998-4461	
	West LA/Small Family Homes FP Association	Tami Colbert	(310) 635-6353	
	California State Care Providers Assoc.	Fred Leiner	(818) 998-4461	
	California State Foster Parents Assoc.	Cora Pearson	(310) 539-0268	
	LA County Coordinating Council	Brenda Parks	(310) 537-7555	
	Kinship Council of L.A. Inc.	Evelyn Mason	(323) 295-2961	
	Kinship Council of L.A. Inc.	Rachel Martinez	(562) 941-9428	
Kinship Council of L.A. Inc.	Vanessa Hollyfield	(323) 299-5201		
Kinship Council of L.A. Inc.	Marie Hammock	(310) 762-1707		
MADERA	Madera County Foster Parent Association	Stacy Scott	559-674-5707	
MARIN	Marin Foster Parent Assoc.	Neil Scheiman	415-721-7873	scheiman@comcast.net
	College of Marin	Sheryle Morgan	415-883-2211 ext8239	morgan@fkcare.com
MARIPOSA	Foster Family Association	John Trujillo	(209) 966-4580	pastorjpt@uno.com

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

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COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
MERCED	Merced County Foster Parent Association	Georgia Gonzaga	(209) 669-7846	
	Challenged Family Resource Center	Vickie Mendoza	(209) 358-3559	
	Family Resource Council	Dennis Haines	(209) 381-5981	
MONTEREY	County Association of Families Caring for Children	Donna Trementozzi	(831) 726-5225	donnatoz@aol.com
	Kindship Center/Family Ties	Charles Chambers	(831) 757-7915	cchambers@kinshipcenter.org
	Aspira Family Agency	Shawn McBride	(831) 755-7870	
	Foster & Kinship Care Education	Linda Evans	(831) 755-6709	levans@hartnell.cc.ca.us
	Mentor Moms Advisory Board	Linda Evans	(831) 755-6709	levans@hartnell.cc.ca.us
NAPA	Napa Valley College	Judi Chan	707-647-2319	jchan10719@aol.com
	Napa Foster Parent Assoc.	Doris Gentry	707-483-6811	dla4190@aol.com
	C.O.P.E.	Sara Pritchard	707-252-1123 x121	spritchard@copefamilycenter.org
NEVADA	Foster Parent Association	C. Buck	(530) 285-8235	
	Raising Children	M. J. Connelly	(530) 478-6400	
	Nevada County Superintendent of Schools	Stan Miller	(530) 478-6400	
ORANGE	Foster Care Auxiliary	David Reger	714-526-4856	dvdnan@aol.com
PLACER	P.C. Foster/Adoptive Parent Org.	Donna Jenkins	(916) 434-1195	chatwithdj@yahoo.com
RIVERSIDE	All About Kids FPA	Marilyn Gasser	(951) 302-2133	mheinzman@earthlink.net
	For the Children FPA	Silvia Signoret	(760) 416-2045	silviays@hotmail.com
	Inland Valley of Riverside FPA	Michelle Phannix	(951) 242-4104	ivorfpa@aol.com
	New Directions FPA	Alma Neal	(951) 689-1407	
	GREAT in the Desert CSCP	Ida Valencia	(760) 416-2045	
	Riverside Foster Parent Association	Jan Patrick	(951) 734-2553	
SACRAMENTO	Foster Parent Association #13	Myrna Terry	916-681-5059	Terry728@cs.com
	Foster Parent Association #88	Hilda Navarro	916-399-1558	Navarro@aol.com
SAN BERNARDINO	San Bernardino FPA	David Miller	(909) 864-5244	davemiller9613@earthlink.net
	Foster and Relative Emphasis FPA	Carolyn Buchanan	(760) 951-8877	cbuch987@aol.com
	Inland Valley FPA	Patricia Negus	(909) 628-4023	NONE
	Morongo Basin FPA	Kathy Bingham	(760) 365-4028	NONE
	Victor Valley Loving Hearts CPA	Ehtel Moon	(760) 247-7836	ethel.jim@verizon.net
	High Desert CPA	Pat Mathews	(760) 253-7726	froggie@mscomm.com
	GREAT CPA	Ida Valencia	(760) 345-2072	NONE

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 03/04.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
SAN DIEGO	S.D. Foster Parent Association	Lorelle Cardenas	(619) 470-0273	vle@home.net
	Latino Foster Parent Association	Virginia Kelly	(619) 428-3812	vkelly1910@mns.com
	North County Foster Parent Association	Patty Boles	(760) 744-2240	pattyboles@cox.net
	Central Foster Parent Association	Deborah Newton	(619) 501-7937	projexcellence@aol.com
SAN FRANCISCO	Supporting Families and Relative Caregivers	Eula Chriss	415 822-1668	
	Foster Parents United	Leona Hunter	415 822-4125	
SAN JOAQUIN	San Joaquin Co. Foster Parent Association	Alberta Hodges	473-4018	
SAN LUIS OBISPO	Family Care Network	Harry Miller	805 781-3535	
	Aspira	Lisa Finn	805 473-8760	
	Los Padres Foster Family Services	Patrick Lee	408 489-1005	
	The Family Center	Michael Williams	805 474-8777	
SAN MATEO	Foster Parent Assoc.	Shauna Mullins	(650)685-8166	shaunaupp@yahoo.com
SANTA BARBARA	FPA #109 of SB Co.	Chander Letulle	805-685-5992	stepstosuccess@cox.net
SANTA CLARA	Foster and Adoptive Family Resource Center	Tami Lind	408-975-5213	Tami..Lind@ssa.sccgov.org
	Santa Clara County Foster and Adoptive Parent Association	Maria Holmes	408-265-1279	mkholmes40@sbcglobal.net
SANTA CRUZ	Peer Recruiters	Terry Beck	831-335-3258	
	Foster Parent Assn.	Jan Shirchild	831-761-8632	
SHASTA	Shasta County Foster Parent Association	Mickey Harris	530-225-3726	mharris@lilliput.org
SOLANO	Solano County Foster Parent Assoc.	Sherri Justice-Cook, President	(707) 747-9194	
	North Bay Foster Parent Assoc.	Julia Harris, President	(707)426-4747	
	Children In Need Of Hugs	Lorraine Hargrave, President	(707) 421-9887	
SONOMA	Redwood Empire Foster Parent Association	Joan Froess	(707) 823-0216	sirfisher@aol.com
	Grandparents Parenting Again	Ann Pierce	(707) 566-8676	gryanie@pacbell.net
STANISLAUS	Foster Parent Association	Velma Moore	209-541-3810	Vel4fos@aol.com
SUTTER	Yuba - Sutter Foster/Adoptive Parents Association	Leah Enix	(530)743-8437	lenix@yccd.edu
TEHAMA	Foster Parent Support Group	Linda Rocke	530/347-0160	
	Tehama Co. Foster Parent Association	Beverly Cuellar	530/347-5329	
	Advocates for Youth	John Turley	530/824-4835	

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 03/04.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
TRINITY	Human Response Network	Margie Lee	5306232044	
TULARE	Tulare Co Foster Parent Ass.	Judy Nixon	(559) 688-3538	
TUOLUMNE	Foster Parent Association	Pamela Beach	(209) 533-9381	jpbeach@sonnet.com
VENTURA	Oxnard College	Debbie Flowers	805-986-5800	debbieflowers@vcccd.net
	Ventura College	Rhonda Neumann	805-654-6327	rneumann@vcccd.net
	Moorpark College	Carol Howell	805-375-1400 ext.1891	chowell@vcccd.net
	United Parents	Lorie Scott	805-384-1555	lorieuniparents@aol.com
	Kids and Families Together	David Friedlander	805-643-1446	thedavid@aol.com
	Ventura County Foster Parent Association	Matthias Becker	805-650-6824	lipper37@aol.com
	Children's Services Auxiliary	Pam Waldron	805-654-3447	pam.waldron@mail.co.ventura.ca.us
YOLO	Grandparents raising grandchildre	Sandy Weiss	530.756.0183	
	Foster Parent Association	Rena Delacey	530.662.5151	foster.kinship.ed@usa.net
	FKCE	Cherie Shroeder	530.661.5772	cherie@centstatemtg.com
	Child Abuse Prevention Council	Elizabeth Jones	530.757.5558	elizabeth.jones@yolocounty.org
YUBA	Yuba-Sutter Foster and Adoptive Parent Association	Leah Eneix	(530)741-6750	leneix@yccd.edu

APPENDIX G
DATA SUMMARY
State Fiscal Year 2003/2004

Did your county conduct recruitment, training or retention activities for RF during 7/1/03 through 6/30/04 (SFY 03/04)?	# of Counties	%
Counties that conducted activities	50	86.2%
Counties that did not conduct activities	7	12.1%
Counties that did not return a survey	1	1.7%
Total Number of Counties	58	100.0%

PART A - Recruitment, Training and Retention Funding Sources for RF

1. Indicate the total amount your county ACTUALLY EXPENDED for the recruitment, training and retention of RF in SFY 03/04 from EACH of the following funding sources. If you did not expend funds from the source, please leave a "0." Include both your State and Federal matching funds, if applicable. NOTE: DO NOT REPORT SPECIALIZED CARE INCENTIVE AND ASSISTANCE PROGRAM (SCIAP) FUNDS FOR THIS QUESTION. SCIAP Funds are reported on the SCIAP Expenditure Report and SCIAP data will be completed by CDSS from that source.	\$	%
SCIAP	\$ 4,528,611	28.1%
AB 2129	\$ 3,404,923	21.1%
OFR	\$ 3,093,384	19.2%
County Only Funds	\$ 1,354,569	8.4%
STAP	\$ 861,493	5.3%
Kinship Emergency Funds	\$ 629,485	3.9%
Private Grants	\$ 117,000	0.7%
Public Grants	\$ 101,449	0.6%
Foundation Grants	\$ 30,468	0.2%
Other*	\$ 1,984,894	12.3%
Total Statewide Expenditures	\$ 16,106,276	100.0%

*For "Other" funding sources, see APPENDIX B.

2. How many families used Kinship Emergency Funds (KEF) in SFY 03/04?	1,226
3. How many RF did your county sponsor FINANCIALLY to attend RF recruitment, training and retention events in SFY 03/04? NOTE: "Events" are NOT limited to conferences only.	18,109

APPENDIX G
DATA SUMMARY
 State Fiscal Year 2003/2004

4. **PART B - Staff Designated to Recruitment of RF**
 Indicate the total number of staff and their respective work HOURS PER WEEK for EACH applicable job type designated for the recruitment of RF in SFY 03/04. NOTE: If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff "

Job Type	Total # of Staff for Recruitment		
	County Staff	Contract Staff	Volunteer Staff
Management/Supervisor	45	2	0
Licensing Social Worker	45	1	0
Clerical Worker	42	0	0
Social Worker	38	1	0
Licensing Worker	24	0	0
Resource Family Recruiter	20	1	0
Analyst	17	0	0
Program Specialist/Marketing	2	7	0
Program Specialist/Recruiting	6	1	1
Eligibility Worker	2	0	0
Marketing Associate	1	1	0
Other*	27	25	43
Total Number of Staff	269	39	44

Job Type	Total # of Staff Hours/Week for Recruitment		
	County Staff	Contract Staff	Volunteer Staff
Resource Family Recruiter	567	5	0
Clerical Worker	518	0	0
Management/Supervisor	498	5	0
Social Worker	418	1	0
Licensing Social Worker	403	1	0
Program Specialist/Recruiting	200	8	10
Licensing Worker	218	0	0
Analyst	75	0	0
Program Specialist/Marketing	23	12	0
Marketing Associate	12	1	0
Eligibility Worker	2	0	0
Other*	174	127	156
Total Number of Staff Hours	3,108	160	166

*For "Other" job types see APPENDIX B.

5. Did your county have bilingual staff available for the recruitment of RF in SFY 03/04?	# of Counties	%
Yes	43	86.0%
No	7	14.0%
Total Number of Counties	50	100.0%

APPENDIX G

DATA SUMMARY

State Fiscal Year 2003/2004

5a. If you answered "YES" to Q5, indicate the languages of fluency of the bilingual staff. **Check all that apply.**

Non-English Languages	# of Counties
Spanish	43
Tagalog	5
Vietnamese	5
Chinese/Cantonese	4
Laotian	4
Hmong	3
Arabic	2
Cambodian	2
Farsi	2
French	2
Russian	2
Other*	5

*For "Other" languages see APPENDIX B.

PART C - Resource Family Recruitment Methods

6. Indicate EACH recruitment method employed by your county and its effectiveness to recruit RF in SFY 03/04. If the category did not apply in your county, select "Not Applicable."

Recruitment Methods	Number of Counties				
	Least Effective	Effective	Most Effective	T O T A L	N/A
Brochures	12	32	3	47	3
Billboards	2	1	1	4	46
Celebrations	5	27	5	37	13
Event Booths	22	20	2	44	6
Internet	6	15	5	26	24
Magazine Ads	3	9	1	13	37
Movie Theater Ads	3	3	0	6	44
Newspaper Ads	5	19	12	36	14
Other RF/Friends	3	13	34	50	0
Presentation to Local Faith-Based Organizations	11	22	3	36	14
Presentation to Local Organizations (Non-Faith-Based)	14	18	3	35	15
Promotional Supplies (Magnets, Calendars, Pens, Etc.)	13	16	5	34	16
Radio Ads	5	13	6	24	26
Resource Parent Incentives	5	10	5	20	30
Social Worker Contacts	11	28	6	45	5
Telephone Directory Advertisements	6	11	4	21	29
TV Ads	4	12	4	20	30
Word of Mouth	4	19	26	49	1
Other*: 8 cos. listed other recruitment methods at varying degree of effectiveness					

*For "Other" recruitment methods, see APPENDIX B.

7. Did your county operate a toll-free telephone number to receive calls from prospective RF in SFY 03/04?

	# of Counties	%
Yes*	20	40.0%
No	30	60.0%
Total Number of Counties	50	100.0%

*Of the 20 counties that have toll-free phones, 5 are able to track ALL calls, 8 are able to track SOME calls while 7 counties are not able to track calls.

APPENDIX G
DATA SUMMARY
 State Fiscal Year 2003/2004

7a.

If you answered "YES" to Q7, provide the toll-free telephone number.
--

For a list of phone numbers, see APPENDIX C.

7b. Indicate whether data is available for the number of toll-free telephone calls received from prospective RF and the number of applications, licenses, and placements that resulted from these calls in SFY 03/04. NOTE: If the data for an item is not available, please leave a "0" for the number related to that particular item.	# of Calls	# of Counties that can Track Calls
Number of Calls Received from Prospective Resource Families	15,052	13
Number of Applications from Prospective Resource Families Resulting from Those Calls	2,806	12
Number of Those Prospective RF from those Calls that Became Licensed	1,350	12
Number of Those Licensed RF from Those Calls that Received Placements	141	5

8. Did your county conduct SPECIALIZED recruitment specific to EACH of the categories of children below in SFY 03/04?	Number of Counties	
	Yes	No
Categories		
Infants	26	24
With Physical Disabilities	16	34
With Psychological/Mental Disabilities	14	36
Born Substance Exposed	23	27
Children	26	24
With Learning Disabilities	16	34
With Physical Disabilities	15	35
With Psychological/Mental Disabilities	15	35
With Substance Abuse	14	36
Adolescents	25	25
With Learning Disabilities	15	35
With Physical Disabilities	15	35
With Psychological/Mental Disabilities	17	33
With Substance Abuse	14	36
Youth	24	26
With Learning Disabilities	13	37
With Physical Disabilities	15	35
With Psychological/Mental Disabilities	17	33
With Substance Abuse	13	37
Adolescent/Youth with Child	17	33
Pregnant Adolescent/Youth	19	31
Deaf or Hearing Impaired	10	40
Neighborhoods with High CWS Entry Rates	19	31
Sibling Sets	26	24
Spanish Speaking	24	26
Language/Cultural (Other than Spanish)	12	38
Other*	3	

*For "Other" categories of children, see APPENDIX B.

APPENDIX G
DATA SUMMARY
 State Fiscal Year 2003/2004

PART D - Placement Availability					
9. Indicate the difficulty your county experienced in placing EACH of the following categories of children in SFY 03/04. If the category did not apply in your county, select "N/A" (Not Applicable).	Number of Counties				
	Categories	Least Difficult	Difficult	Most Difficult	TOTAL
Infants	46	3	0	49	1
With Physical Disabilities	18	21	6	45	5
With Psychological/Mental Disabilities	14	23	4	41	9
Born Substance Exposed	30	15	3	48	2
Children	33	16	1	50	0
With Learning Disabilities	23	21	4	48	2
With Physical Disabilities	6	27	9	42	8
With Psychological/Mental Disabilities	3	22	24	49	1
With Substance Abuse	5	18	16	39	11
Adolescents	4	23	23	50	0
With Learning Disabilities	3	25	21	49	1
With Physical Disabilities	2	14	29	45	5
With Psychological/Mental Disabilities	1	3	45	49	1
With Substance Abuse	1	6	43	50	0
Youth	2	18	30	50	0
With Learning Disabilities	2	20	27	49	1
With Physical Disabilities	2	10	31	43	7
With Psychological/Mental Disabilities	1	4	44	49	1
With Substance Abuse	1	6	43	50	0
Adolescent/Youth with Child	6	16	20	42	8
Pregnant Adolescent/Youth	6	19	17	42	8
Deaf or Hearing Impaired	5	14	12	31	19
Neighborhoods with High CWS Entry Rates	5	18	6	29	21
Sibling Sets	4	32	14	50	0
Spanish Speaking	17	23	5	45	5
Language/Cultural (Other than Spanish)	5	21	9	35	15
Other*	0	0	3	3	47

*For "Other" categories of children, see APPENDIX B.

10. Indicate the total number of licensed RF that opted to no longer accept placements in SFY 03/04.	1,885
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10a. Indicate the reasons why the licensed RF in Q10 decided to no longer accept placements and the number of families that specified *EACH* reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for *EACH* reason the family reported.

Reasons RF No Longer Accepted Placements	# of Families
Adoption	591
No Longer Interested/Personal	376
Moved Out of County/State	334
CCL requirements	111
Entered into Guardianship	72
Health/Medical Issues	61
Reunification with Parents	42
Rates Too Low	29
Lack of Communication	23
Social Worker-Related	19
System is Overwhelming	16
Lack of Child Care/Respite Care	14
Case Management	13
Lack of Training	13
Lack of Support	11
Lack of Transportation	1
Other*	188

*For "Other" reasons, see APPENDIX B.

11. Indicate the total number of licensed RF that did not receive placements from your county based on the county's decision not to place any children with the family in SFY 03/04.	663
--	-----

11a. Of the number of licensed RF indicated in Q11, provide the number of RF who did not receive placements for *EACH* of the reasons that apply.

Reasons	# of Families	%
Administrative Decision (Child Safety and/or Well-Being Issue)	439	66.2%
Location of Home too Remote to Access Necessary Resources (Transportation, Medical Care, Educational Needs, etc.)	41	6.2%
Unable to Match the Child's Needs	39	5.9%
Other*	144	21.7%
Totals	663	100.0%

*For "Other" reasons, see APPENDIX B.

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PART E - Training Provided for RF

12. Indicate the **ADDITIONAL** number of training hours your county offered to RF in SFY 03/04 that **EXCEEDED** the statutorily required 12 pre- and 8 post-service training hours. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

Training Description	Total Add'l Training Hours	# of Counties
Pre-Service Training Hours Above 12-Hour Requirement	397	25
Post-Service Training Hours Above 8-Hour Requirement	1227	34
Median Pre-Service Training Hours Above 12 Hours	15	
Median Post-Service Training Hours Above 8 Hours	12	

13. Identify the providers that conducted the pre- and/or post-service training that was reported in Q12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

For a list of providers, see APPENDIX D.

14. Did your county designate staff to recruit providers to conduct pre- and/or post-service training for RF in SFY 03/04?	# of Counties	%
Yes	21	42.0%
No	29	58.0%
Totals	50	100.0%

14a. If you answered "YES" to Q14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre- and/or post-service training for RF in SFY 03/04.

Total Number of Staff	64
Total Number of Staff Hours	4,764

*For a listing of Position Titles, see APPENDIX E.

15. Was child care available to RF attending training in SFY 03/04?	# of Counties	%
Yes	25	50.0%
No	25	50.0%
Totals	50	100.0%

15a. If you answered "YES" to Q15, indicate the training segment(s) where child care was available and the number of resource families who received those services.

Training Category	# of Counties	%	# of Families
Pre-Training Only	1	4.0%	40
Post-Training Only	14	56.0%	741
Both Pre- and Post-Training	10	40.0%	338
Totals	25	100.0%	1119

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15b.	If you answered "YES" to Q15, indicate the funding source(s) of the child care. Check all that apply.	# of Counties
	County Only Funds	6
	County Welfare Services (CWS) Allocation	5
	Resource Family Volunteers	5
	Foundation Grants	2
	Resource Family Associations	2
	Unified School District Grants	1
	Other*	14

*For "Other" funding sources, see APPENDIX B.

PART F - Respite Care Programs Utilized by RF

16	Was respite care provided to RF in your county in SFY 03/04?	# of Counties	%
	Yes	34	68.0%
	No	16	32.0%
	Totals	50	100.0%

16a.	If you answered "YES" to Q16, indicate the number of RF that your county provided respite care to in SFY 03/04.	2,139
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16b.	If you answered "YES" to Q16, indicate the funding source(s) of respite care provided by your county in SFY 03/04. Check all that apply.	# of Counties
	Funding Source	
	Specialized Care Incentive and Assistance Program (SCIAP)	14
	County Welfare Services (CWS) Allocation	13
	Options for Recovery (OFR)*	9
	Special Training for Adoptive Parents (STAP)	3
	Other*	14

*For "Other" funding sources, see APPENDIX B.

PART G - Activities, Goals and/or Resources to Improve Recruitment, Training and Retention

17	Did your county have activities and/or goals in place to improve the success of your RECRUITMENT efforts for SFY 03/04?	# of Counties	%
	Yes	45	90.0%
	No	5	10.0%
	Totals	50	100.0%

17a.	If you answered "YES" to Q17, please indicate the activities and/or goals. Check all that apply.	# of Counties
	Goals	
	Expand Community Outreach and Media Usage	36
	Establish Recruitment Campaigns	33
	Create RF Database (Mailings, Training Opportunities, etc.)	31
	Track Number of Active RF through RF Database	27
	Increase Number of Licensed RF Homes Up to 10%	23
	Conduct Mentoring Programs	20
	Increase Number of Licensed RF Homes 11 to 25%	9
	Increase Number of Licensed RF Homes Over 25%	0
	Other*	11

*For "Other" goals, see APPENDIX B.

APPENDIX G
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 State Fiscal Year 2003/2004

17b.	Did the activities and/or goals checked in Q17a increase recruitments?	# of Counties	%
	Yes	32	71.1%
	No	13	28.9%
	Totals	45	100.0%

18	Did your county have activities and/or goals in place to improve the success of your RETENTION efforts for SFY 03/04?	# of Counties	%
	Yes	46	92.0%
	No	4	8.0%
	Totals	50	100.0%

18a.	If you answered "YES" to Q18, please indicate the activities and/or goals. Check all that apply.	
	Goals	# of Counties
	Establish RF Appreciation Events	39
	Establish RF Support Groups	34
	Conduct Advisory Board Meetings to Resolve Issues	31
	Create RF Centers (Videos, Books, Resource Materials, etc.)	31
	Conduct RF Training/Initiate Self-Directed Training	30
	Track Number of Active RF through RF Database	28
	Share Information through RF Newsletters	27
	Conduct RF Meetings to Discuss Retention Strategies	25
	Maintain Current Level of Homes	16
	Decrease Lost Homes Up to 10%	11
	Provide RF Retention Reports that Identify Issues	10
	Decrease Lost Homes 11 to 25%	5
	Decrease Lost Homes Over 25%	1
	Other*	15

*For "Other" goals, see APPENDIX B.

18b.	Did the activities and/or goals checked in Q18a increase retention?	# of Counties	%
	Yes	38	82.6%
	No	8	17.4%
	Totals	46	100.0%

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19.	Did your county have a RF mentoring program in place in SFY 03/04?	# of Counties	%
	Yes	23	46.0%
	No	27	54.0%
	Totals	50	100.0%

19a.	If you answered "YES" to Q19, indicate the number of RF mentors in your county's mentoring program in SFY 03/04.	181
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20.	Indicate how your county collaborated with RF organizations and colleges to improve recruitment, training and retention efforts in SFY 03/04. <i>Check all that apply.</i>	# of Counties
	Conduct Advisory Meetings with Community Colleges	42
	Conduct Training Workshops	35
	Establish Event Booths	35
	Create RF Centers	33
	Create Newsletters Regarding RF Training and Resource Information	31
	Conduct Focus Groups	23
	Other*	18

*For "Other" collaboration activities, see APPENDIX B.

21.	Identify the RF organizations and/or the RF chapters of organizations that operated in your county for SFY 03/04.
-----	---

For a list of RF organizations and/or RF chapters of organizations, see APPENDIX F.

PART H - General Information (Optional)

General Comments are provided to Program under separate cover.

APPENDIX H

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES CHILD AND YOUTH PERMANENCY BRANCH

RESOURCE FAMILY RECRUITMENT, TRAINING AND RETENTION SURVEY STATE FISCAL YEAR [SFY] 03/04 (JULY 1, 2003 THROUGH JUNE 30, 2004)

COUNTY:

COUNTY CODE:

PERSON COMPLETING SURVEY (An asterisk (*) indicates a required field):

*NAME:

*JOB TITLE:

*TELEPHONE: EXT:

FAX:

*E-MAIL:

*DATE COMPLETED:

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SURVEY STARTS HERE

Please click on the **"Instructions"** button located on the top toolbar and read the background and instructional information prior to completing this survey. Technical information regarding the electronic submission of this survey is available by clicking on the **"Automated E-mail Features"** and **"System Requirements"** buttons.

PRELIMINARY SCREEN

Did your county conduct recruitment, training or retention activities for resource families during July 1, 2003, through June 30, 2004 (SFY 03/04)?

YES NO

If you checked **"YES,"** please continue to Part A, Question 1 to complete the survey.
If you checked **"NO,"** please go to Part I for required signatures and submission.

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PART A--RECRUITMENT TRAINING AND RETENTION FUNDING SOURCES FOR RESOURCE FAMILIES

1. Indicate the total amount your county **ACTUALLY EXPENDED** for the recruitment, training and retention of resource families in SFY 03/04 from **EACH** of the following funding sources. If you did not expend funds from the source, please leave a "0." Include both your State and Federal matching funds, if applicable. **NOTE: DO NOT REPORT SPECIALIZED CARE INCENTIVE AND ASSISTANCE PROGRAM (SCIAP) FUNDS FOR THIS QUESTION. SCIAP Funds are reported on the SCIAP Expenditure Report and SCIAP data will be completed by CDSS from that source.**

Funding Sources	Amount
Assembly Bill 2129	\$0
County Only Funds (Non-County Match Funds)	\$0
Foundation Grants	\$0
Kinship Emergency Funds (KEF)	\$0
Options for Recovery (OFR)	\$0
Private Grants	\$0
Public Grants	\$0
Special Training for Adoptive Parents (STAP)	\$0
Other (Specify):	\$0
Total Funds Expended	\$0

2.

How many families used Kinship Emergency Funds (KEF) in SFY 03/04?	0
---	---

3.

How many resource families did your county sponsor <i>FINANCIALLY</i> to attend resource family recruitment, training and retention events in SFY 03/04? NOTE: "Events" are NOT limited to conferences only.	0
---	---

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PART B--STAFF DESIGNATED TO RECRUITMENT OF RESOURCE FAMILIES

4. Indicate the total number of staff and their respective work *HOURS PER WEEK* for *EACH* applicable job type designated for the recruitment of resource families in SFY 03/04.
NOTE: If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff."

JOB TYPE	COUNTY STAFF		VOLUNTEER STAFF		CONTRACT STAFF	
	Number of Staff	Hours per Week	Number of Staff	Hours per Week	Number of Staff	Hours per Week
Analyst	0.0	0.00	0.0	0.00	0.0	0.00
Clerical Worker	0.0	0.00	0.0	0.00	0.0	0.00
Eligibility Worker	0.0	0.00	0.0	0.00	0.0	0.00
Licensing Social Worker	0.0	0.00	0.0	0.00	0.0	0.00
Licensing Worker	0.0	0.00	0.0	0.00	0.0	0.00
Management/Supervisor	0.0	0.00	0.0	0.00	0.0	0.00
Marketing Associate	0.0	0.00	0.0	0.00	0.0	0.00
Program Specialist/Marketing	0.0	0.00	0.0	0.00	0.0	0.00
Program Specialist/Recruiting	0.0	0.00	0.0	0.00	0.0	0.00
Resource Family Recruiter	0.0	0.00	0.0	0.00	0.0	0.00
Social Worker	0.0	0.00	0.0	0.00	0.0	0.00
Others (Specify Below):						
	0.0	0.00	0.0	0.00	0.0	0.00
	0.0	0.00	0.0	0.00	0.0	0.00
	0.0	0.00	0.0	0.00	0.0	0.00
Totals	0.0	0.00	0.0	0.00	0.0	0.00

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5. Did your county have bilingual staff available for the recruitment of resource families in SFY 03/04?

YES
 NO

If you checked **"YES,"** continue to Question 5a.
 If you checked **"NO,"** go to Part C, Question 6.

5a. If you answered "YES" to Question 5, indicate the languages of fluency of the bilingual staff.

Non-English Languages		Check All That Apply
Arabic		<input type="checkbox"/>
Cambodian		<input type="checkbox"/>
Chinese/Cantonese		<input type="checkbox"/>
Farsi		<input type="checkbox"/>
French		<input type="checkbox"/>
Hmong		<input type="checkbox"/>
Laotian		<input type="checkbox"/>
Russian		<input type="checkbox"/>
Spanish		<input type="checkbox"/>
Tagalog		<input type="checkbox"/>
Vietnamese		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>

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PART C--RESOURCE FAMILY RECRUITMENT METHODS

6. Indicate *EACH* recruitment method employed by your county and its effectiveness to recruit resource families in SFY 03/04. If the category did not apply in your county, select "*Not Applicable.*"

Recruitment Methods	Not Applicable	Least Effective	Effective	Most Effective
Brochures	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Billboards	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Celebrations	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Event Booths	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Internet	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Magazine Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Movie Theater Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Newspaper Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Other Resource Families/Friends	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Presentations to Local Faith-Based-Organizations	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Presentations to Local Organizations (Non-Faith-Based)	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Promotional Supplies (Magnets, Calendars, Pens, Etc.)	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Radio Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Resource Parent Incentives	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Social Worker Contacts	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Telephone Directory Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Television Advertisements	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Word of Mouth	<input type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Other (Specify):	<input checked="" type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E
Other (Specify):	<input checked="" type="radio"/> N/A	<input type="radio"/> L/E	<input type="radio"/> E	<input type="radio"/> M/E

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7. Did your county operate a toll-free telephone number to receive calls from prospective resource families in SFY 03/04?

YES NO

If you checked "YES," continue to Question 7a and 7b.
 If you checked "NO," go to Question 8.

7a. If you answered "YES" to Question 7, provide the toll-free telephone number.

Example: (800) 999-9999

7b. Indicate whether data is available for the number of toll-free telephone calls received from prospective resource families and the number of applications, licenses, and placements that resulted from these calls in SFY 03/04. If data is available for these items, provide the corresponding number. **NOTE: If the data for an item is not available, please leave a "0" for the number related to that particular item.**

Prospective Resource Families Resulting from Operating a Toll-Free Phone Number	Is Data Available?	Number
	Refresh	
Number of Calls Received from Prospective Resource Families	<input type="radio"/> YES, data is available  <input type="radio"/> NO, data is not available	0
Number of Applications from Prospective Resource Families Resulting from Those Calls	<input type="radio"/> YES, data is available  <input type="radio"/> NO, data is not available	0
Number of Those Prospective Resource Families from Those Calls that Became Licensed	<input type="radio"/> YES, data is available  <input type="radio"/> NO, data is not available	0
Number of Those Licensed Resource Families from Those Calls that Received Placements	<input type="radio"/> YES, data is available  <input type="radio"/> NO, data is not available	0

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8. Did your county conduct **SPECIALIZED** recruitment specific to **EACH** of the following categories of children below in SFY 03/04?

Categories	
Infants (Birth to Age 5)	
Infants	<input type="radio"/> YES <input type="radio"/> NO
Infants with Physical Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Infants with Psychological/Mental Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Infants Born Substance Exposed	<input type="radio"/> YES <input type="radio"/> NO
Children (Age 6 to 12)	
Children	<input type="radio"/> YES <input type="radio"/> NO
Children with Learning Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Children with Physical Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Children with Psychological/Mental Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Children with Substance Abuse	<input type="radio"/> YES <input type="radio"/> NO
Adolescents (Age 13 to 15)	
Adolescents	<input type="radio"/> YES <input type="radio"/> NO
Adolescents with Learning Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Adolescents with Physical Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Adolescents with Psychological/Mental Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Adolescents with Substance Abuse	<input type="radio"/> YES <input type="radio"/> NO

Categories	
Youth (Age 16 to 18)	
Youth	<input type="radio"/> YES <input type="radio"/> NO
Youth with Learning Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Youth with Physical Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Youth with Psychological/Mental Disabilities	<input type="radio"/> YES <input type="radio"/> NO
Youth with Substance Abuse	<input type="radio"/> YES <input type="radio"/> NO
Pregnant and/or Parent Adolescents/Youth	
Adolescent/Youth with Child	<input type="radio"/> YES <input type="radio"/> NO
Pregnant Adolescent/Youth	<input type="radio"/> YES <input type="radio"/> NO
Miscellaneous	
Deaf or Hearing Impaired	<input type="radio"/> YES <input type="radio"/> NO
Neighborhoods with High Child Welfare Services Entry Rates	<input type="radio"/> YES <input type="radio"/> NO
Sibling Sets	<input type="radio"/> YES <input type="radio"/> NO
Spanish Speaking	<input type="radio"/> YES <input type="radio"/> NO
Language/Cultural (Other than Spanish)	<input type="radio"/> YES <input type="radio"/> NO
Others (Specify):	
	<input type="radio"/> YES <input checked="" type="radio"/> NO
	<input type="radio"/> YES <input checked="" type="radio"/> NO

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PART D--PLACEMENT AVAILABILITY

9. Indicate the difficulty your county experienced in placing *EACH* of the following categories of children in SFY 03/04. If the category did not apply in your county, select "N/A" (Not Applicable).

N/A = Not Applicable

L/D = Least Difficult

D = Difficult

M/D = Most Difficult

Categories				
Infants (Birth to Age 5)	N/A	L/D	D	M/D
Infants	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants Born Substance Exposed	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children (Age 6 to 12)	N/A	L/D	D	M/D
Children	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents (Age 13 to 15)	N/A	L/D	D	M/D
Adolescents	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Categories				
Youth (Age 16 to 18)	N/A	L/D	D	M/D
Youth	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnant and/or Parent Adolescents/Youth	N/A	L/D	D	M/D
Adolescent/Youth with Child	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnant Adolescent/Youth	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Miscellaneous	N/A	L/D	D	M/D
Deaf or Hearing Impaired	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neighborhoods with High Child Welfare Services Entry Rates	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sibling Sets	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spanish Speaking	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language/Cultural (Other than Spanish)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others (Specify):	N/A	L/D	D	M/D
	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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10. Indicate the total number of licensed resource families that opted to no longer accept placements in SFY 03/04.

If you indicated one or more families, please answer Question 10a.

- 10a. Indicate the reasons why the licensed resource families in Question 10 decided to no longer accept placements and the number of families that specified *EACH* reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for *EACH* reason the family reported.

Reasons Resource Families No Longer Accepted Placements	Number of Families
Child-Related Circumstances	
Adoption	0
Entered into Guardianship	0
Reunification with Parents	0
Resource Family-Related Circumstances	
Case Management	0
Community Care Licensing Requirements	0
Health/Medical Issues	0
Lack of Child Care/Respite Care	0
Lack of Communication	0
Lack of Support	0
Lack of Training	0
Lack of Transportation	0
Moved Out of County	0
Moved Out of State	0
No Longer Interested/Personal	0
Rates Too Low	0
Social Worker-Related	0
System is Overwhelming	0
Other (Specify):	0
Other (Specify):	0
Other (Specify):	0
Total	0

NOTE: The total value in Question 10a must be greater than or equal to the total value in Question 10.

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11. Indicate the total number of licensed resource families that did not receive placements from your county based on the county's decision not to place any children with the family in SFY 03/04.

0

If you indicated one or more families, please answer Question 11a.

- 11a. Of the number of licensed resource families indicated in Question 11, provide the number of resource families who did not receive placements for *EACH* of the reasons that apply.

Reason	Number of Families
Administrative Decision (Child Safety and/or Well-Being Issue)	0
Location of Home too Remote to Access Necessary Resources (Transportation, Medical Care, Educational Needs, etc.)	0
Unable to Match the Child's Needs	0
Other (Specify):	0
Other (Specify):	0
Other (Specify):	0
Total	0

NOTE: The total value in Question 11a must equal the total value in Question 11.

PART E--TRAINING PROVIDED FOR RESOURCE FAMILIES

12. Indicate the *ADDITIONAL* number of training hours your county offered to resource families in SFY 03/04 that *EXCEEDED* the statutorily required 12 pre- and 8 post-service training hours. *DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.*
EXAMPLE: Your county offered 20 pre- and 12 post-service training hours to *EACH* resource family during SFY 03/04. Based on this example, your answer for the entire SFY would be 8 additional pre- and 4 additional post-service training hours.

NOTE: The total number of hours offered that EXCEEDED the statute is NOT calculated using a cumulative total resulting from the number of times the same training hours were offered and/or the number of resource families who received the training.

Training Description	Number of Hours
Pre-Service Training Hours <i>Exceeding</i> the 12-Hour Requirement	0
Post-Service Training Hours <i>Exceeding</i> the 8-Hour Requirement	0

If there are one or more *additional* hours, continue to Question 13. If *both* items are "0," go to Question 14.

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13. Identify the providers that conducted the pre- and/or post-service training that was reported in Question 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.** **NOTE: If you reported "0" additional hours for both pre- and post-service training, please skip to Question 14.**

Name of Provider	Contact Person	Telephone Number	E-Mail Address

14. Did your county designate staff to recruit providers to conduct pre- and/or post-service training for resource families in SFY 03/04?

YES
 NO

If you checked "YES," continue to Question 14a.
 If you checked "NO," go to Question 15.

- 14a. If you answered "YES" to Question 14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre- and/or post-service training for resource families in SFY 03/04.

Titles	Number of Staff	Total Number of Staff Hours Designated for Recruitment of Training Providers
	0.0	0.00
	0.0	0.00
	0.0	0.00
	0.0	0.00
	0.0	0.00
	0.0	0.00
	0.0	0.00
Totals	0.0	0.00

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15. Was child care available to resource families attending training in SFY 03/04?

YES
 NO

If you checked **"YES,"** continue to Questions 15a and 15b.
 If you checked **"NO,"** go to Part F, Question 16.

15a. If you answered **"YES"** to Question 15, indicate the training segment(s) where child care was available and the number of resource families who received those services.

Training Category	Refresh	Number of Families
Child Care Available for Pre-Training Only	<input type="radio"/>	0
Child Care Available for Post-Training Only	<input type="radio"/>	0
Child Care Available for Both Pre- and Post-Service Training	<input type="radio"/>	0

15b. If you answered **"YES"** to Question 15, indicate the funding source(s) of the child care.

Funding Sources	Check All That Apply
County Only Funds	<input type="checkbox"/>
County Welfare Services (CWS) Allocation	<input type="checkbox"/>
Foundation Grants	<input type="checkbox"/>
Resource Family Associations	<input type="checkbox"/>
Resource Family Volunteers	<input type="checkbox"/>
Unified School District Grants	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>

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PART F--RESPITE CARE PROGRAMS UTILIZED BY RESOURCE FAMILIES

16. Was respite care provided to resource families in your county in SFY 03/04?

YES NO

If you checked **"YES,"** continue to Questions 16a and 16b.
 If you checked **"NO,"** go to Part G, Question 17.

16a. If you answered **"YES"** to Question 16, indicate the number of resource families that your county provided respite care to in SFY 03/04.

0

16b. If you answered **"YES"** to Question 16, indicate the funding source(s) of respite care provided by your county in SFY 03/04.

Funding Sources		Check All That Apply
County Welfare Services (CWS) Allocation		<input type="checkbox"/>
Options for Recovery (OFR)		<input type="checkbox"/>
Special Training for Adoptive Parents (STAP)		<input type="checkbox"/>
Specialized Care Incentive and Assistance Program (SCIAP)		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

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PART G--ACTIVITIES, GOALS, AND/OR RESOURCES TO IMPROVE RECRUITMENT, TRAINING AND RETENTION

17. Did your county have activities and/or goals in place to improve the success of your *RECRUITMENT* efforts for SFY 03/04?

YES NO

If you checked "**YES**," continue to Questions 17a and 17b.
 If you checked "**NO**," go to Question 18.

17a. If you answered "**YES**" to Question 17, please indicate the activities and/or goals.

Activities and/or Goals to Improve <i>RECRUITMENT</i> Efforts		Check All That Apply
Conduct Mentoring Programs		<input type="checkbox"/>
Create Resource Family Database (Mailings, Training Opportunities, etc.)		<input type="checkbox"/>
Establish Recruitment Campaigns		<input type="checkbox"/>
Expand Community Outreach and Media Usage		<input type="checkbox"/>
Increase Number of Licensed Resource Family Homes 	<input type="radio"/> Up to 10% <input type="radio"/> 11 to 25% <input type="radio"/> Over 25%	<input type="checkbox"/>
Track Number of Active Resource Families Through Resource Family Database		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

17b. Did the activities and/or goals checked in Question 17a increase recruitments?

[Refresh](#)

YES NO

Continue to Question 18.

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18. Did your county have activities and/or goals in place to improve the success of your *RETENTION* efforts for SFY 03/04?

YES NO

If you checked "**YES**," continue to Questions 18a and 18b.
 If you checked "**NO**," go to Question 19.

18a. If you answered "YES" to Question 18, please indicate the activities and/or goals.

Activities and/or Goals to Improve <i>RETENTION</i> Efforts		Check All That Apply
Conduct Advisory Board Meetings to Resolve Issues		<input type="checkbox"/>
Conduct Resource Family Retention Meetings to Discuss Retention Strategies		<input type="checkbox"/>
Conduct Resource Family Training/Initiate Self-Directed Training		<input type="checkbox"/>
Create Resource Family Centers (Videos, Books, Resource Materials, etc.)		<input type="checkbox"/>
Establish Resource Family Appreciation Events		<input type="checkbox"/>
Establish Resource Family Support Groups		<input type="checkbox"/>
Maintain or Decrease the Number of Licensed Resource Family Homes that No Longer Accept Placements (Number of Lost Homes)	<input type="radio"/> Refresh <input type="radio"/> Maintain Current Level of Homes <input type="radio"/> Decrease Loss up to 10% <input type="radio"/> Decrease Loss 11 to 25% <input type="radio"/> Decrease Loss Over 25%	<input type="checkbox"/>
Provide Resource Family Retention Reports that Identify Issues		<input type="checkbox"/>
Share Information through Resource Family Newsletters		<input type="checkbox"/>
Track Number of Active Resource Families through Resource Family Database		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

18b. Did the activities and/or goals checked in Question 18a increase retention?

[Refresh](#)

YES NO

Continue to Question 19.

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19. Did your county have a resource family mentoring program in place in SFY 03/04?

YES NO

If you checked **"YES,"** continue to Question 19a.
 If you checked **"NO,"** go to Question 20.

19a. If you answered "YES" to Question 19, indicate the number of resource family mentors in your county's mentoring program in SFY 03/04.

0

20. Indicate how your county collaborated with resource family organizations and colleges to improve recruitment, training and retention efforts in SFY 03/04.

Description of Actions		Check All That Apply
Conduct Advisory Board Meetings with Community Colleges		<input type="checkbox"/>
Conduct Focus Groups		<input type="checkbox"/>
Conduct Training Workshops		<input type="checkbox"/>
Create Newsletters Regarding Resource Family Training and Resource Information		<input type="checkbox"/>
Create Resource Family Centers (Videos, Books, Resource Materials, etc.)		<input type="checkbox"/>
Establish Event Booths		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

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PART H--GENERAL COMMENTS (OPTIONAL)

PLEASE PROVIDE ANY ADDITIONAL COMMENTS (OPTIONAL)

COUNTY OF: _____

END OF SURVEY QUESTIONS

PROCEED TO PART I FOR SIGNATURE PAGE AND SUBMISSION INSTRUCTIONS

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PART I--AUTHORIZING SIGNATURES AND SUBMISSION OF SURVEY

RETURN SIGNATURE PAGE AND SURVEY BY OCTOBER 31, 2004

SIGNATURE PAGE

- ▶ You are required to submit a hard copy signature page with the original signatures of the County Welfare Director, Foster Parent Education Coordinator, and Foster Parent Advisory Committee Representative. All counties must submit a signature page even if the county did NOT conduct recruitment activities.
- ▶ To print the signature page, please click the "**PRINT SIGNATURE PAGE**" button located below. Have the page signed by the specified persons and mail it to the following address:

NOTE: Your survey must NOT be submitted until all signatures have been obtained and will be considered INCOMPLETE until the signature page has been received.

PRINT
SIGNATURE
PAGE

Attention: Vebra Switzer
California Department of Social Services
Child and Youth Permanency Branch
744 P Street, MS 14-78
Sacramento, CA 95814

ELECTRONIC SUBMISSION OF SURVEY

- ▶ Click the "**E-mail Survey**" button located on the top toolbar of the survey page. This function will automatically open your default e-mail as a new e-mail message and attach the completed survey as an e-mail attachment. It will also automatically insert a designated e-mail address and your county's information on the "**Subject**" line. Click the "**Send**" button and the completed survey will be submitted to the California Department of Social Services.
- ▶ If you are unable to e-mail the survey, check for red circles which indicate that there are unanswered questions or invalid data. Please make any necessary corrections and try to e-mail the survey again.
- ▶ For additional **technical** information, click the "**Automated E-mail Features**" and "**System Requirements**" buttons located on the top toolbar of the survey document. You may also call Doris Bowers at (916) 654-1214 or send an e-mail by clicking the "**Questions or Problems?**" button for further technical assistance.

MAILING THE SURVEY

- ▶ If you are unable to submit the survey electronically, please mail a hard copy of the **entire** survey, along with the completed signature page, to the address above.
- ▶ For all **nontechnical** questions related to the completion of this survey, please contact Vebra Switzer at (916) 654-2572.



STATE OF CALIFORNIA

Arnold Schwarzenegger, Governor

HEALTH AND HUMAN SERVICES AGENCY

Kimberly Belshé, Secretary

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

Dennis J. Boyle, Director